

GEO World

4TH QUARTER 2019

A GEO Publication for Employees and their Families.



HUMAN RIGHTS AND ESG REPORT
2018

The GEO Group Publishes First-Ever Human Rights and ESG Report



Chairman's Letter

George C. Zoley, Chairman, CEO and Founder

"Our three-decade long journey has been driven by a daily pursuit of operational excellence across all our service lines."

To the GEO Family,

In September 2019, our company achieved an important milestone with the publication of our first-ever Human Rights and Environmental, Social and Governance (ESG) report.

This comprehensive report builds on the Global Human Rights Policy adopted by our Board of Directors in 2013 and provides disclosures related to how we inform our employees of our company's commitment to respecting human rights; the criteria we use to assess human rights performance; and our contract compliance program, remedies to shortcomings in human rights performance, and independent verification of our performance by third party organizations.

The report also addresses criteria, based on recognized ESG reporting standards, related to the development of our employees; our efforts to advance environmental sustainability in the construction and operation of our facilities; and our adherence to ethical governance practices throughout our company.

For more than 30 years, The GEO Group has been a trusted service

provider to federal, state and local government agencies in the United States, delivering quality management and care for secure institutions, ICE processing centers, and community reentry facilities. Over the years, our company has evolved to become a leading provider of offender rehabilitation, post release services, and community-based programs.

Our three-decade long journey has been driven by a daily pursuit of operational excellence across all our service lines. We recognize that achieving excellence on a consistent basis requires frequent introspection and a commitment to taking steps to improve upon what we do every day. The publication of our first-ever Human Rights and ESG report is another important step in our company's commitment to continuous improvement.

During the month of September, we also achieved several operational milestones. In Louisiana, we completed the reactivation of our existing company-owned, 1,000-bed South Louisiana ICE Processing Center under a contract modification to

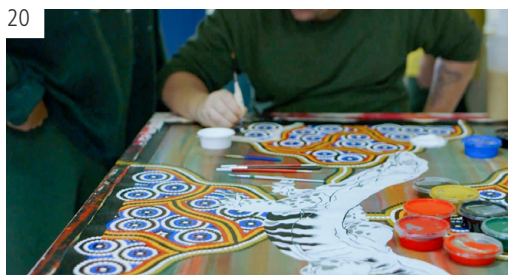
the intergovernmental service agreement between Evangeline Parish, Louisiana and U.S. Immigration and Customs Enforcement.

In Texas, we worked closely with Reeves County, Texas to activate two new ten-year contracts with the Federal Bureau of Prisons for the county-owned, 1,800-bed Reeves County Detention Center I & II and 1,376-bed Reeves County Detention Center III. Finally, in Michigan, we reactivated our existing, company-owned, 1,800-bed North Lake Correctional Facility under a new ten-year contract with the Federal Bureau of Prisons.

These projects encompass the activation of approximately 6,000 beds under GEO management, including 2,800 company-owned beds that had been previously idle. These milestones and the publication of our first-ever Human Rights and ESG report continue to set GEO apart as the leading provider of secure residential care and enhanced rehabilitation and community reentry programs.

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The GEO Group Publishes First-Ever Human Rights and ESG Report

On September 26th, 2019 The GEO Group published the company's first-ever Human Rights and Environmental, Social & Governance (ESG) report.

The report builds on GEO's Global Human Rights Policy, adopted in 2013, by providing disclosures on how GEO informs its employees of the company's long-standing commitment to respecting human rights; the criteria GEO uses to assess human rights performance; and GEO's contract compliance program, remedies to shortcomings in human rights performance, and independent verification of the company's performance by third party organizations.

The 77-page publication also addresses criteria, based on recognized ESG reporting standards, related to the development of GEO's employees; the company's efforts to advance environmental sustainability in the construction and operation of its facilities; and GEO's adherence to ethical governance practices.

In its first ESG report, GEO further highlights the continued expansion of the GEO Continuum of Care (CoC) program, which was first piloted by the company in 2015. This industry-leading program received the 'Innovation in Corrections' award from the American Correctional Association in 2018.

The CoC program integrates enhanced offender rehabilitation, including cognitive behavioral treatment, with post-release support services to address basic community needs of released individuals, including housing, transportation, food, clothing, and job placement assistance. As of 2019, the CoC program has been implemented at 18 state correctional facilities and two federal facilities managed by GEO. By the end of 2020, GEO expects to have implemented the CoC program at 23 GEO-managed facilities.

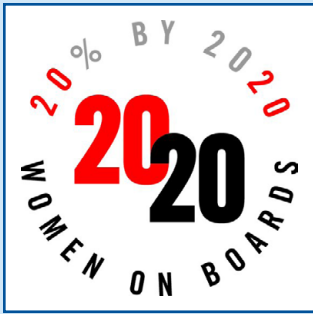
GEO's three-decade long journey has been driven by a daily pursuit of operational



Featured Highlight:
Participants of the GEO Continuum of Care® program develop collaborative skills by working in teams at SMART Board stations.

excellence across all service lines. GEO recognizes that achieving excellence on a consistent basis requires frequent introspection and a commitment to taking steps to promote continuous improvement. The publication of GEO's first ever Human

Rights and ESG report provides an opportunity to constructively engage with the company's stakeholders, as GEO further refines its Human Rights and ESG disclosures going forward.



Featured Highlight: 2019 marks the fourth consecutive year in which GEO has been recognized by 2020 Women on Boards, whose goal is to increase the percentage of women on all corporate boards to 20 percent by 2020.

2018 GEO Continuum of Care program milestones:

- Completed more than **6.7** million hours of rehabilitation programming
- Averaged approximately **13,000** daily participants in academic programs
- Awarded **2,779** GEDs and high school equivalency degrees
- Averaged more than **32,000** daily participants in vocational training programs
- Awarded **9,131** vocational training certifications
- Averaged approximately **18,000** daily participants in substance abuse treatment programs
- Awarded **8,842** substance abuse treatment program completions



Featured Highlight: GEO's Blackwater River Correctional and Rehabilitation Facility Meets LEED Gold Standards.



A copy of GEO's Human Rights and ESG report can be found at www.geogroup.com & www.wearegeo.com

GTI Rises Above and Beyond

Written By **Ed Stubbs**, *Corporate*

The Montgomery Processing Center (MPC) is located in Conroe, Texas. MPC is a combined minimum, medium, and maximum-security center with a 1,314-bed capacity. The Center first opened in September of 2018 and serves as the Central Processing Hub for U.S. Immigration and Customs Enforcement in the state of Texas.

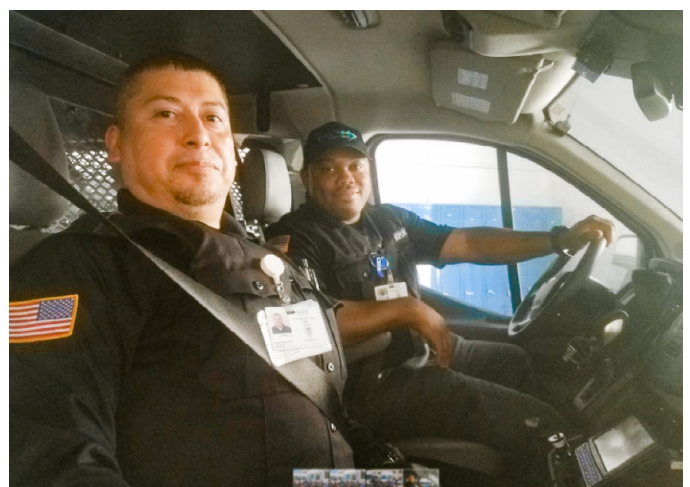
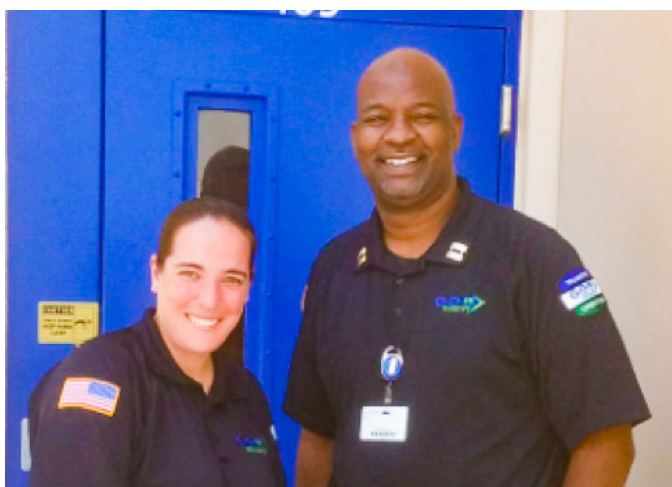
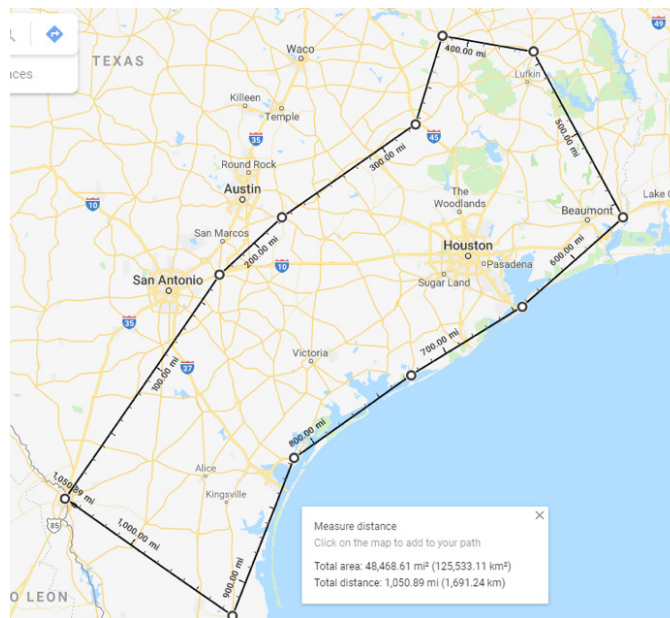
Colleen Robertson transferred from one of our largest contracts at the Northwest ICE Processing Center in Tacoma, Washington to accept the Transportation Manager Position at the new center. The GTI team at MPC operates a fleet of 18 total vehicles composed of: Eight (8) 42 passenger transporters, one (1) 42 passenger Bluebird Bus, eight (8) 15 passenger vans, and one (1) cargo van.

The critical transportation mission of MPC-GTI encompasses approximately 60 counties and over 48,000

square miles (see map below) throughout the Area of Responsibility (AOR) for the ICE Field Office Director. Key missions include movements to and from the Laredo Sector which is approximately 800 miles both ways. Other daily missions include stops at over 58 locations including County Jails, BOP (Bureau of Prisons), TDCJ (Texas Department of Criminal Justice), CBP (Customs and Border Protection) Facilities and several airports. In less than a year, MPC has surpassed all other locations in terms of

mileage and trips completed. From September 2018 through July 31, 2019 MPC has driven over half a million miles and completed 6,000 trips, all without any significant incidents.

The GTI staff at MPC have worked tirelessly, traveling far and away from their families and homes to complete these missions. Each team member behaves professionally and maintains a high level of outstanding conduct with integrity. The GTI Team at MPC has shown dedication worthy of special praise by completing 100 percent of required missions in a safe and efficient manner. The missions scheduled for this contract must be strategically planned, executed, and monitored daily by all support staff to ensure safety and efficiency. The GTI officers remain diligent in their preparation for transport missions and constantly strive to meet the client's expectations and to fulfill contract obligations at the highest level in a safe and secure manner.





GEO Community Housing Partner Receives Honor from Broward County

Written By **Craig Spatara**, *Corporate*

The Broward County Board of Commissioners acknowledged long-time GEO Continuum of Care® (CoC) transitional housing partner Ray Rapaglia of James Club Recovery through a proclamation that declared August 20, 2019 as “Ray Rapaglia Day” in Broward County, Fla. Mr Rapaglia was recognized for his work in reducing recidivism and homelessness throughout the County. GEO Continuum of Care® Divisional Vice President, David Burch, and Director of Post-Release Services, Craig Spatara, were in attendance for the ceremony, as well as many former successful GEO Post-Release participants. Mr. Rapaglia has experienced addiction himself and proudly proclaimed at the ceremony that, “together, we can help men and women in Broward be free of addiction.”

As a member of the Broward County Prison Release Committee, The James Club is acutely sensitive to the needs of individuals re-entering society after

being incarcerated. They provide support by offering the services needed for a successful transition through a partnership with GEO’s Post-Release Support Services. Additionally, the James Club assists with job training and employment placement. The James Club also provides a host of employers who are willing to hire the formerly incarcerated. The James Club’s pledge is to offer assistance, support, and love to the deserving individuals who have paid their debt to society.

The James club started in 2016 with one man and one house. They now have over 100 beds in 13 different locations throughout South Florida. The GEO Group has partnered with The James Club since 2016 as a key component of the GEO Continuum of Care® Post-Release Support Services. Since then, over 200 GEO Continuum of Care® participants have resided at the James Club as part of their transition back to society. Congratulations Ray!

NCCF Inmates Win Quilting Competition

Written By **Damon Keough**, *a resident of New Castle Correctional*

For two years in a row, quilts created by members of the P.L.U.S. (Purposeful, Living, Units, Serve) program have earned first and second place in the Indiana State Fair, most recently in August 2019. There are a myriad of factors that contribute to this significant achievement, perhaps the roots of this phenomenon are simple, highlighting the principle of thinking inside the box and the power of great influencers.

Ms. Sandra Swann, a volunteer at the facility, continues to build a history of service. She currently volunteers at NCCF as a mentor to the P.L.U.S. sewing crew. Ms. Swann exemplifies the heart of a volunteer. She is the principle influencer in the creation of these quilts bringing her positivity and generosity with her.

The first place winner for 2019, “Heroes in the Heartland” is titled for the square in the middle. The remaining squares are logos of various public service organizations. This quilt is an expression of gratitude to the heroes that serve our communities who can be overlooked. They honor those who serve their community, who recognize the importance of helping others.

The second place winner, “Running Horses,” represents freedom. To symbolize unity, the horses are running in the same direction, following each other forward.





North Lake Correctional Facility holds First Inaugural Graduation

for New Employee Orientation and Pre-Service Training

On August 2, 2019, the North Lake Correctional Facility (NLCF) held its inaugural graduation for New Employee Orientation and Pre-Service Training in which seventy-six new graduates received their Certificates of Achievement. The New Employee Orientation and Pre-Service Training provided the trainees with the necessary tools, training, and knowledge from experienced peers in order to be successful.

Throughout the weeks-long process, graduates underwent training that included policies and procedures, defensive tactics, CPR, emergency procedures, HIPPA, and PREA training. The trainees are taught to be positive role models, team players, respectful, kind, and encouraging to one another, as well as to treat those entrusted to their care with dignity and respect.

Over 200 attendees, including family and friends, were present to recognize these graduates for their great achievement. North Lake Correctional Facility takes great pride in recognizing these accomplishments and honored each graduate with a Certificate of Achievement.

A special thank you goes to Lake County Sheriff Rich Martin for his encouraging words to our graduates. Another special thank you goes to Donald Emerson, Facility Administrator, North Lake Correctional Facility; John Oliver, Director of Operations; Harvey Church, Director, Staff Development; David Lindsay, Training Manager, Eastern Region; Charles Monk, Training Manager; Frank Bretz, Officer; Dane Danko, Training Administrator; and Scott Sherry, Fire & Safety Manager.

Thank you to all the graduates! Congratulations and welcome to our team!





Pine Prairie's Facility Administrator Indalecio Ramos Honored by CASA

Written By **Deborah Lucas-Stevens**, Pine Prairie ICE Processing Center

Facility Administrator Indalecio Ramos was delighted to receive the Friends of CASA Honor at the 10th Annual CASA Kids Benefit Banquet on June 13, 2019. FA Ramos was presented the honor

for being dedicated to the community and the mission of CASA in Evangeline Parish, through fundraising and collecting toys to help provide a brighter Christmas for the area's mistreated children.

In Louisiana, CASA works to provide quality advocacy and a strong voice for abused and neglected children in the state's custody. CASA, through recruitment, training, and supervision of volunteers,

serves as the eyes and ears of the courts by working collaboratively to find a safe, permanent, nurturing home for Louisiana's most vulnerable children.

Broward Transitional Center Helps Adults with Disabilities

Written By **September Millar**, Broward Transitional Center

The Broward Transitional Center (BTC) Facility Administrator, Shad Rice, had the pleasure of touring the Habilitation Center in Boca Raton and presenting a donation check to Bob DiRocco, Executive Director of the Habilitation Center to help its special needs population. The Habilitation Center, which opened its doors in 1978, has been a second home to many of its clients. They feel safe and productive while learning trades, life skills and everything else in between. The Center

offers karate, arts, reading skills, counseling and the essentials necessary to achieve practical living and soundness of mind. As a first-year donor to this establishment, BTC wishes to support them in their upcoming events such as their annual Bloomfest. The Habilitation Center is an important part of our society because it offers guidance and support to those who need it most and we are grateful to be a part of their success.



A Courageous Breast Cancer Survivor: *Jackie Santiago*

Written By **Eileen Roth,**
Corporate



If you had spoken to Jackie last year, she would have told you that her life was calm and ordinary, but this year everything in her life changed when Jackie had her yearly “GEO Mammovan” mobile exam.

After the exam, the doctor called Jackie for a follow-up due to tissue density that showed up on the mammogram. The Doctor requested an ultrasound, then a biopsy, then surgery. Jackie was told that the cancer was quickly spreading, and she had to decide right away her course of action.

Jackie ended up going to the Lynn Cancer Institute because of their affiliation with Boca Regional Hospital, who provides the mammo mobile. The staff at the Lynn Cancer Institute made a tremendous difference in Jackie’s case. Dr. Kerry McDonald, Breast Surgeon, along with Dr. Matthew Goodwin, created an individualized plan for Jackie’s treatment which turned out to be a two in one 7-hour surgery.

Jackie’s mom, Carmen Molina, took a leave of absence from work and flew down to Florida from New York to help provide her daughter with the care she needed. On some nights, her mom stayed up all night to make sure she was okay. The love and support Jackie received from her mom; her son, Marcos; her brother, Fernando; her sister, Sandy; her friend, Barbara; and

various friends in GEO’s IT department gave her the strength and positive attitude to get through her treatment. The treatment left Jackie with limited mobility and a team of her family and friends stepped up to make sure that she was given the physical and emotional support that she needed. For nearly three months, they helped Jackie with basic daily activities such as eating and getting cleaned up which helped Jackie have a quick recovery. Jackie now has many funny stories of her caregivers such as Jackie’s mom making homemade soup and declaring its healing powers.

Whenever Jackie went to the Doctor’s office, she was greeted by Debbie, a receptionist who gave her encouragement and hugs during her visits which made a positive impact.

The GEO Group Foundation contributed \$2,500 to support the Lynn Cancer Institute in Jackie’s name. Jackie presented the check to Darci McNally of Lynn Cancer Institute at a special evening reception.

The most important lesson that Jackie has come away with from her journey and the advice she gives to others is to pay it forward. Now that she has beaten cancer, Jackie’s goal is to create a women’s support group for friends and employees who are battling breast cancer.

Honoring GED Graduates

Written By **Dr. Joel Hunter**, *Arizona State Prison – Florence West*



At ASP-Florence West, we have been running a GED program since GEO began operating the facility. With only 750 beds, our unit is a relatively small and with the amount of movement that occurs and our limited classroom space, one of our primary challenges is to provide instruction, assessment, and testing that transcends the traditional classroom model.

Our GED classroom capacity is sixteen, divided into two sessions of eight students each. Students in attendance are assigned based on priority ranking by the State of Arizona. However, we do not limit the number of GED students to those who are placed on attendance. We run a concurrent self-study program so that anyone who qualifies can do independent study. As of this writing, the number of students in the self-study program is equal to those in attendance in the classroom.

Formal education in the corrections environment requires a unique curriculum and instructional strategy. Rather than a core curriculum, which is shaped for traditional, initial credit classes, we have implemented a hybrid strategy that includes elements of credit recovery, intervention, and test preparation approaches. This hybrid curriculum design is driven by a limited and focused outcome: students will attain competency in the subject areas sufficient to pass each GED subject test. This goal requires that educational standards, objectives, and practices are suited for the limited instructional resources in a corrections environment and adaptable to the specific learning needs of our students.

The following are highlights of our instructional strategies:

- *Assessment-based approach through pre-tests, diagnostic tests, and post-tests*
- *Individualized and detailed lesson plans*
- *Curriculum compacting*
- *Flipped classroom*
- *Peer instruction*
- *Instructor- and student-led activities on the SMART Board® interactive whiteboard*

While the inmate population of our facility is fixed and relatively small, our number of GED graduates increases each year. We hold commencement ceremonies twice per year to honor the achievement of each cohort. We view this event as a significant milestone in their rehabilitation that provides positive reinforcement. We celebrate not only the practical value of their accomplishment, but the virtues of character that they demonstrate in doing so - making the positive choice to further their education, perseverance, resilience, fulfilling their obligations, and self-respect, to name a few. By completing their GEDs, each person has written a new chapter in their story that points to a future of opportunity, promise, and hope.

Val Verde represents GEO at Law Enforcement Expo

Written By **Kassie Norman**, *Val Verde County Detention Facility*



Alongside several federal agencies, the staff at the Val Verde County Detention Facility were pleased to participate in Del Rio's third annual Law Enforcement Expo held on May 16, 2019. The Law Enforcement Expo gives organizations the chance to interact with the local community and allows citizens to meet those who serve and protect their community. It is an entertaining and insightful way for attendees to learn about the participating agencies and hear firsthand about the methods used to

operate within each business. It is also an opportunity for the employees involved to learn more about several of GEO's client agencies and reach out to potential, qualified job seekers eager to work in our field. An exhibition of the Facility's history and mission was set on display along with promotional items for attendees to enjoy. Staff members were able to demonstrate the Facility's resources, tools, skills, and transportation units to the several hundred participants in attendance.

Western Region Detention Facility Heroes

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

June 11, 2019 is a day that most staff at the Western Region Detention Facility-San Diego (WRDF) will not forget. An unusual incident occurred which turned out to be a definitive test of our staff's abilities to react in an emergency. It was the quick, efficient response of our staff that ultimately saved the life of an inmate.



We are proud of our first responders who are ultimately responsible for saving the resident's life.

An inmate at WRDF, was found unresponsive in his bunk by the Unit Officer, F. Kassab, which prompted him to call a Code Blue (medical emergency) on his radio. Upon arrival, it took four staff members to lift the inmate from his top bunk and onto the floor in order to begin life-saving procedures.

LVN S. Laya applied an AED which delivered one shock to the inmate and began giving chest compressions. Once the individual was transferred to a gurney, Lieutenant Siewert took over the scene by continuing chest compressions, and he continued to administer a total of four cycles of CPR

during the inmate's transport to the Intake area to await paramedics.

Once in Intake, a second assessment of the AED instructed Lieutenant Siewert to continue chest compressions and he administered another four cycles. Following the last cycle of CPR, the inmate regained consciousness. Paramedics arrived on scene shortly thereafter and transported him to the local hospital, very much alive.

We are proud of our first responders who are ultimately responsible for saving the inmate's life. Had it not been for their rapid decision-

making, solid teamwork and superior training, it is certain that his fate would have turned. These employees are already distinguished leaders among our team but an incident such as this deserves recognition. The inmate returned to WRDF one week later and is in good health, no doubt thanks to our amazing team.

Pictured left to right: Patron, Partridge, Herring, Siewert and Kassab



J. David Donahue

2019 E.R. Cass Correctional Achievement Award

Innovation, tireless dedication, commitment, integrity, a source of empowerment and inspiration for those around them – great leaders all possess these qualities. In the field of corrections, you would be hard-pressed to find a person who embodies all these qualities more than J. David Donahue.

Starting out as a correctional officer working for the Federal Bureau of Prisons, Mr. Donahue rapidly rose through the ranks of corrections. He worked a case worker, unit manager, executive assistant and Warden at several facilities across the country and in each position he held, Mr. Donahue displayed these common leadership qualities. Following his successful career at the Federal Bureau of Prisons, Mr. Donahue was chosen to serve as Deputy Commissioner for the Kentucky Department of Corrections and, later, as Commissioner of the Indiana Department of Corrections.

As Commissioner, he made outstanding strides to improve facilities statewide. He instilled best correctional practices that enhanced facility security equipment and protocols. Furthermore, he increased departmental efficiency and effectiveness and helped develop a highly disciplined substance abuse program in response to Indiana's methamphetamine crisis. Mr. Donahue also implemented the first correctional facility dedicated to reentry. His leadership and policies had a significant effect on the youth facilities of Indiana as well, achieving incredible outcomes for facilities in need.

Mr. Donahue is currently the Senior Vice President and President for U.S. Secure Services and International Operations of The GEO Group, where he is responsible for the operational oversight of approximately 74 correctional facilities and processing centers. He is an avid supporter of community

service projects across GEO's secure facilities. For example, in 2013, Mr. Donahue initiated a charity golf event for the Eastern Regional facilities that benefits the St. Jude's Children's Hospital.

Mr. Donahue has devoted more than 30 years of service and serves on multiple committees.

As a long-time member of the American Correctional Association, Mr. Donahue has devoted more than 30 years of service to the organization and has served on multiple committees such as staff safety, and the Commission on Accreditation for Corrections. His devotion to ACA culminated in 2016 when he was elected vice president.

The results of all his endeavors speak for themselves and it is crystal clear that Mr. Donahue has made a significant impact in the corrections space. For his outstanding work as a corrections professional, his leadership and his unwavering commitment to the correctional field, in 2019 at the ACA Conference held in Boston, MA, the American Correctional Association proudly presented Mr. Donahue with the E.R. Cass Correctional Achievement Award.



MPC Scholarship Presentations

Written By **Bobbi Carter**, *Montgomery Processing Center*

During a joint Community Advisory Committee meeting, scholarship donations were presented to representatives from Conroe ISD and Willis ISD. Through The GEO Group Foundation, the Montgomery Processing Center awarded a total of \$11,000 to deserving individuals who are pursuing higher education in the field of Criminal Justice. Facility Administrators from both the Joe Corley Processing Center and the Montgomery Processing Center presented the funds along with representatives from the Montgomery County Sheriff's office, Conroe Independent School District, Willis Independent School District, and the Department of Homeland Security.



\$11,000
donated to higher education scholarships from Montgomery and Joe Corley Processing Centers



McFarland FCRF Donates Back-To-School Supplies

Written By **C. Calvo**, *McFarland Female Community Reentry Facility*

The McFarland FCRF staff started off the third quarter of 2019 by collecting school supplies for the students at Kern Avenue Elementary School. Twenty-three backpacks were stuffed with pencils, pencil boxes, erasers, notebooks, binders, glue sticks, markers, crayons, and colored pencils.

The faculty and staff were excited to receive the backpacks and impressed by the amount of school supplies in each one. The McFarland FCRF team continues to support a different local group every quarter and is excited for next quarter's donation drive.

Photo Left to Right: Serrena McCuan, HR Manager; Claire Calvo, Assistant Facility Administrator; & Mayela Bujanda-Medina, Principal, Kern Avenue Elementary School



Rewards and Sanctions: How Can Contingency Management Change Behavior

Written By **Kasia Kijanczuk, Dr. Ralph Fretz**, *Corporate, Research Department, Continuum of Care*

Research has shown contingency management to be an effective approach to changing behavior, especially in an environment that focuses on rehabilitation.¹ The main premise behind contingency management is to reward targeted behavior and to assign sanctions for undesired behavior. Contingency management plans are guided by the principles of operant conditioning in that behavior and behavioral changes are shaped by the consequences of the action. Contingency management programs are listed under the Responsivity Principle as part of Risk, Need, Responsivity (RNR) correctional treatment paradigm, as these programs are categorized as behavioral.

Rewarding behavior is proven to be more effective in motivating behavior change, therefore rewards should be given more frequently than sanctions. Research on rewards and sanctions recommends that for every sanction there should be four rewards or a 4:1 ratio. Rewards as well as sanctions should be administered immediately following the behavior in order to provide constructive feedback, while establishing a zero-tolerance policy for those behaviors that disrupt behavior change progress.

In a treatment program setting, it is important to consider that what one participant considers a desirable reward or an effective sanction, another may consider ineffective. For this reason, it is important to individualize rewards and sanctions while developing treatment plans. An example of a contingency management is illustrated in the table below. Contingency management programs can be developed in a variety of settings including in-prison treatment, residential reentry centers, and day reporting centers.

<i>Rewards</i>	<i>Sanctions</i>
Verbal Praise	Verbal Warning
Recognition	Suspended Privileges
Certificates	Phase Regression
Small Prizes	Behavior Contracts

Brazilian Delegation Tours Graceville

Written By **Jeff Thomas**, *Graceville Correctional and Rehabilitation Facility*

On May 21, 2019, Graceville Correctional and Rehabilitation Facility hosted an International Delegate Presentation and Institution Tour with distinguished Correctional Leadership from Brazil.

President of GEO Secure Services, Dave Donahue; Eastern Region Vice President, Blake Davis and Facility Administrator, Jeff Thomas presented and led a session

focused on sound Correctional Best Practices and GEO's commitment to be the world's leader in the delivery of enhanced rehabilitation and post-release services through the Continuum of Care Program. Distinguished guests from Brazil in attendance were Secretary PM Nivaldo Cesar Restivo, Colonel Marco Antonio Servero Silva and Sergio Campos.



The presentation and discussion entailed both internal and publicly available data documenting programmatic outcomes related to reducing recidivism, changing facility culture and positive effects on the institution's operational functions.

The group toured all areas of the Facility where the delegation witnessed first-

hand Graceville's unique role in GEO's mission of being on the cutting edge of rehabilitation and best class services.

The group concluded the visit with a summary and question and answer session. The Brazilian delegation described Graceville as a high quality facility and reflected on the tremendous personal impact the Graceville visit had on them.

Watch for the Signs!

Written By **Susan Napolitano**, *Corporate Human Resources*

Have you noticed small changes in your body or disposition that won't go away? Don't dismiss it. Stay alert to warning signs your body usually gives of failing health long before a diagnosis. Those small signs can turn into loud blaring alarms if we are not listening.

Let's review some of the more common, easily overlooked signs. While most will turn out to be something that isn't serious, seeing a doctor is the only way to find out what is causing the problem. Get it diagnosed and taken care of early so you're not suddenly shocked to receive a cancer diagnosis like 553 GEO family members experienced, or needing to now fill a diabetes prescription, adding to the 16,000 diabetes scripts filled in the first 6 months of 2019! You can easily explain away many of these signs and justify ignoring them. It is important to be in tune with your body and pay attention to changes. The best way to stay ahead of a cancer or diabetes diagnosis is to utilize your medical plan for a preventive visit to rule out something serious or catch it early when it is treatable.

ANNUAL CHECKUPS

When was the last time you had a physical? Did you know that most routine wellness checkups are free under all GEO medical plans? Yet, more than 1,300 Blue Cross members did not have a wellness visit this year! Annual wellness visits are critical to identifying high blood pressure, diabetes, pre-diabetes and many other medical conditions.

Preventive care is important for you and your entire family. Men, women, and children have guidelines for annual screenings and immunizations; ensure everyone in your household is up to date on their screenings.

TAKE THE CALL

If you have a serious illness, or a chronic health condition such as depression, diabetes, or high blood pressure, there are many resources available within our medical plans that can help.

Case management is available for employees with serious health issues. You will receive a personal case manager who will work with you and your doctors to review all your treatment options. If your medical plan reaches out to you, take the call! Your health plan has incredible resources at no cost to help you be your best!

Health Coaching services can help with lifestyle changes such as quitting smoking, losing weight, or emotional support. There are programs and accredited specialists to help you get back on track and meet your goals at no cost to you. If enrolled in a Blue Cross Plan, simply call 855-838-5897. For Kaiser participants, call 866-862-4295.

So be a little selfish and spend the time using the benefits and resources available to you. Pay attention to your body and wellbeing.

And watch for the signs!

HERE ARE A FEW CANCER WARNING SIGNALS:

- Unexplained weight loss: Losing 10 pounds or more without knowing the reason
- Unexplained Fatigue that doesn't go away
- Skin changes--a wart, mole or freckle that changes color, size or shape. Sudden skin darkening, yellowing, reddishness, itching or excessive hair growth.
- Sores that do not heal
- Change in bowel habits or bladder function
- White patches inside the mouth or white spots on the tongue-tobacco use can cause pre-cancerous areas. If left untreated, can become cancer.
- Unusual bleeding or discharge-blood in stool or urine; coughing up blood.
- Lump—any unusual lump, but especially in the breast, testicle and lymph nodes (glands).
- Indigestion or trouble swallowing that doesn't go away
- Nagging cough or hoarseness that doesn't go away

NOW LET'S LOOK AT SOME DIABETES WARNING SIGNALS:

- Increased thirst
- Increased hunger (especially after eating)
- Dry mouth
- Frequent urination or urine infections
- Unexplained weight loss (even though you are eating and feel hungry)
- Blurred vision
- Headaches
- Fatigue (weak, tired feeling)



Eagle Pass Correctional Facility School Supply Drive

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

During the months of July and August 2019, the Eagle Pass Correctional Facility (EPCF) collected school supplies to benefit the City of Eagle Pass back to school fair as well as a school supply donation for Seco Mines Elementary. The City of Eagle Pass asked for spirals and crayons from the Facility so that they could be used to fill backpacks that are given out at the city's back to school fair. The fair is held annually before the start of the school year. The event is open

to the community and strives to provide a backpack filled with supplies to every student who attends the event.

The second round of the school supply drive was donated to Seco Mines Elementary, which is one of the neighborhood schools near the Facility. Seco Mines Elementary is located in an area of Eagle Pass that provides services to underprivileged children who do not always have the proper resources needed



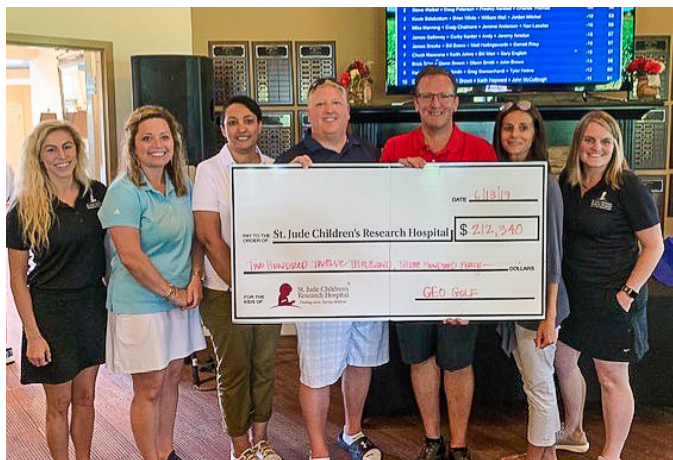
to begin the new school year. Seco Mines Elementary expressed a need for school supplies and was very thankful for the donation given by the Facility. The Eagle Pass Correctional Facility believes that no child should go without the proper resources for their education, and we look forward to continuing to

build relationships with the community with a focus on helping school aged children as much as possible.

Photo 1: City of Eagle Pass School Supply Donation Pick up. Photographed from left to right: Officer Flores; M. Reynaga, Executive Secretary; Juan Cuellar, City of Eagle Pass Parks and Recreation Director; Mayra, City of Eagle Pass Parks and Recreation; F. Macias, Property Clerk; J. Ortiz, Lead Case Manager; Officer Cantu

Eastern Regional Office Raised Record Amount for St. Jude Children's Research Hospital

Written By **Maria Laird**, *Eastern Region Office*



On June 13, 2019, GEO's Eastern Regional Office participated in the fifth annual St. Jude Classic Golf Tournament at the Olde Sycamore Golf Plantation in Charlotte, North Carolina.

Eastern Regional Vice President, Blake Davis gathered with facility and regional staff, along with supportive vendors/partners, to raise funds for St. Jude Children's Research Hospital. The financial goal this year was once again exceeded and a donation was presented to St. Jude Children's Research Hospital for \$212,340.

The Eastern Region looks forward to many more years working with St. Jude Children's Research Hospital. St. Jude anticipates the upcoming 2020 tournament event will result in overall donations for this event exceeding \$1,000,000 for

St. Jude Children's Research Hospital.

Pictured left to right: Sara Hanna, Kathy Jetton, Angela Dunbar, Kevin Sidebottom, Blake Davis, Manager Maria Laird, Jessica Fisher.

\$212,340

donated to St. Jude Children's Research Hospital from GEO's Eastern Regional Office

North Lake Correctional Facility holds its First Community Relations Board Meeting

Written By **Gena Nowitzke**, *North Lake Correctional Facility*

The North Lake Correctional Facility (NLCF) hosted its first ever Community Relations Board meeting on Friday, July 26, 2019, with 19 community leaders in attendance. Executive staff kicked off the meeting with updates on facility programs, operations, and physical plant enhancements and then gave those in attendance a tour of the facility. The overall feedback from the community was very positive and Mrs. Smith-Olson, Chairman of the Lake Osceola State Bank, reiterated her support of the facility.

Executive Staff presented a slide show that included programs that will be offered at the facility such as: Adult

Basic Education, Pre-GED and GED classes, English as a second language (ESL), INEA, Sexual Assault/Sexual Abuse Training and Suicide Prevention, Introduction to Computers (Microsoft Word), Building Trades, Specialized Computer Applications (Microsoft Excel), Pre-Release Preparation Programming, and work and recreation programs.

The Facility Administrator demonstrated GEO's commitment to the community by having members of the executive staff participate in local Rotary Clubs and other boards. NLCF is also supportive of the Water Tower Renovation and Waste Water Plant renovations currently taking place.



Central Valley MCCF Hosts a Hope Event

Written By **Sabrina Aguilar**, *Central Valley MCCF*

On June 22, 2019, Central Valley MCCF partnered with Prison Fellowship Ministry to host the Facility's first ever Hope Event. The event provided a faith-based experience of live music, entertainment, and a powerful message of hope. Musicians played songs of worship, praise, and encouragement. Guest speakers provided their own testimonies of living in poverty, drug addiction, and incarceration and how the power of faith led them to turn their lives around towards family and success. Their stories served as an inspirational reminder that people from all walks of life may find hope in even the darkest of circumstances. Volunteers called on participants to courageously approach the altar and surrender their lives to a higher being and leave negative lifestyles in the past. Volunteers closed the ceremony by conducting group and individual prayer sessions with the men.

A Donation of Good Will

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

Islamic inmates at the Junee Correctional Centre donated a prayer mat to the local community to mark the end of Ramadan and the celebration of Eid al-Fitr.

Eid al-Fitr, also known as the 'feast of fast-breaking', is one of Islam's major festivals. It celebrates the end of Ramadan and the start of a feast that can last up to three days.

"Junee Correctional Centre holds a number of significant cultural events during the year and inmates always try to give something back to the local community to show their support and share their faith in a positive and respectful way," said the Centre's Cultural Advisor Gerome Brodin.

"This year the Centre's Muslim delegates asked all Islamic inmates to donate money for the purchase of a prayer mat that could be gifted to the community."

Junee Correctional Centre staff contacted the Darussalam Islamic Book Store in Sydney to purchase the prayer mat and were delighted when the store donated one in recognition of the goodwill of the inmates.

The prayer mat has been given to the Junee Library. Located on the town's historic main street, the library holds a special place in the community and is a "stand-out" piece of public architecture.



In 2010, Dunn & Hillam Architects were awarded the Premier's Prize for Architecture for the design of the library and the project won two Regional Master Builders Awards for Nash Bros Constructions.

Junee Shire Council's General Manager, James Davis, and Director of Community and Business, Grant Johnson, received the prayer mat from the Centre's Chaplain, Jericho Nyatoro, and Learning Resources Coordinator, Rodney Garret at a low-key ceremony.

The prayer mat was hung in the library for visitors to admire with the following information: This prayer mat was donated to the Junee community by Muslim inmates from Junee Correctional Centre to mark the end of Ramadan and celebrate Eid al-Fitr 2019 as an act of kindness, goodwill and togetherness.

"People of Islamic faith who pass by or who live in Junee and are at the library at prayer time will be able to use this mat and feel comfortable in practicing their faith," said Jericho.

"For them, just seeing a symbol they identify with will mean a lot."

Pictured above: Jericho discussing the cultural significance of the Prayer Mat to Grant Johnson

Pictured left: Rod Garrett, Jericho Nyatoro, James David and Grant Johnson with the Prayer Mat



The Art of Incarceration

Written By **Philip Goslin**, *Fulham Correctional Centre*

Staff from Fulham Correctional Centre were thrilled to attend the world premiere of a special documentary — one that would not have been made without GEO's support — at the Melbourne Documentary Film Festival.

The Art of Incarceration tells the story of inmates engaged in the art program in Fulham's Indigenous unit. The program focuses on the role of culture in the rehabilitation of inmates and supports the development of self-esteem through art.

The film provides an insight into the inmates' quest for cultural identity and spiritual

healing as they prepare for the annual Confined exhibition and for life on the outside.

The Confined exhibition is facilitated by The Torch, an organisation that runs the Statewide Indigenous Arts in Prisons and Community Program through Corrections Victoria.

Produced and directed by Alex Siddons, the documentary was more than three-and-a-half years in the making. The production process included shooting over 100 hours of footage with several full-day filming sessions at Fulham.

The narrative analyses

and humanises the over-representation of Indigenous Australians within the correctional system and explores issues such as cultural disconnection, inter-generational trauma, addiction and institutionalisation.

The lead subjects include Robby Wirramanda, a former inmate at Fulham who is a symbol of hope and strength because of his success as an artist and dedication to community, culture and family.

Another is Chris Austin — filmed both inside Fulham and following his release — as he works to break free

from 30-plus years of regular incarceration through his new direction as an artist.

"This character-driven approach demystifies and humanises the subjects in the film while providing great insight into The Torch's inspiring program," Alex says.

In a series of media interviews prior to the premiere Chris thanked Fulham Correctional Centre and Corrections Victoria for providing Alex with access to the Centre so the documentary could be made.

Kaysei's \$5,500 Haircut

Written By **Philip Goslin,**
Arthur Gorrie
Correctional Centre

Arthur Gorrie Correctional Centre employee Kaysei Galea has just had a \$5,500 AUD haircut.

That's how much she raised for The Leukaemia Foundation by participating in this year's World's Greatest Shave.

A Sentence Management Administration Support Officer at Arthur Gorrie, Kaysei was determined to raise \$5,000 AUD for the Foundation and was thrilled when she exceeded that goal.

The World's Greatest Shave is a well-known campaign in Australia and one of the country's biggest charity fundraisers.

The annual event raises money for research to find better treatments and cures for leukaemia, lymphoma, myeloma and other related blood disorders. It also provides funding to help support families affected by blood cancer and raises community awareness.

Kaysei is a long-time supporter of the campaign having shaved her head in 2015.

"My pop (grandfather), while going through chemotherapy and battling through his cancer journey, always used to joke about sweeping up the leftover clippings after my



haircuts so we could glue them to his head," Kaysei said.

"Reflecting on this really opened my eyes to how exposed people feel when they don't have a head of hair to complete their look," she continued.

"My hair has always been my security blanket so when I shaved my head for the World's Greatest Shave the first time, it was quite a terrifying adjustment to make.

"The support I received throughout this campaign from my colleagues at Arthur Gorrie has been overwhelming."

"I couldn't donate my hair in 2015 (for use in wigs by people undergoing chemotherapy) due to it being chemically dyed, but I managed to raise \$2,500.

"I hesitantly promised myself I would grow my hair out again so that the next time around I could donate it and someone who couldn't currently grow their own hair could put mine to better use.

"Flash forward to 2019 and boy my hair had grown quickly! With locks down to my hips and a goal of doubling the amount I raised in 2015 I had a lot of work to do."

Kaysei sought donations from friends, family and anyone she crossed paths with.

She also received strong support from staff at Arthur Gorrie Correctional Centre — particularly from general manager Troy Ittensohn who

volunteered to have his head shaved as a sign of support and encouraged staff to donate to the cause.

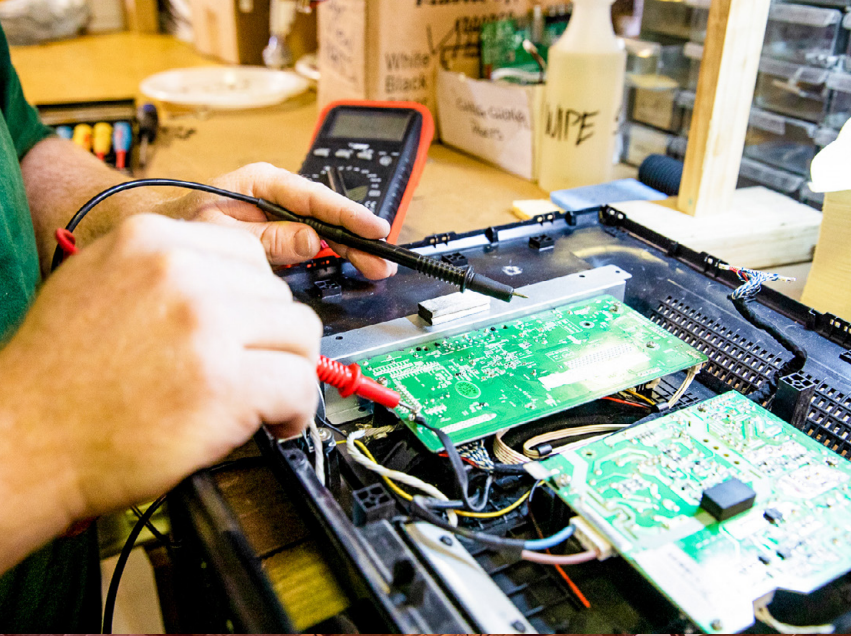
"I was shocked but so grateful," said Kaysei of Troy's gesture. "The support I received throughout this campaign from my colleagues at Arthur Gorrie has been overwhelming."

Centre staff contributed almost \$1,000 towards the campaign.

"So now I'm sporting my \$5,500 haircut, and I'm lucky to have received some lovely compliments on how much it suits me," said Kaysei.

"My favourite came from an inmate on the walkway one morning: 'Hey miss, look at us, we have the same haircut!'"

Pictured: Before and after — Kaysei Galea with general manager Troy Ittensohn.



Fulham Seeks Opportunities with GROW Gippsland

Written By **Philip Goslin & Tim Cross**, *Fulham Correctional Centre*

Fulham Correctional Centre recently hosted a networking event with GROW Gippsland to help build partnerships between local organizations and the Centre.

GROW (Growing Regional Opportunities for Work) Gippsland facilitates an innovative and collaborative approach to local economic development and jobs growth in the Gippsland region, which

covers an area of over 41,000 square kilometres (16,000 square miles) in south-eastern Victoria.

The organisation encourages local procurement and seeks

to increase employment opportunities by maximising expenditures in the region. It is particularly focussed on creating job opportunities for young people, transitioning workers, Indigenous



people and the long-term unemployed.

The GEO Group Australia is a proud member of GROW Gippsland.

Fulham Correctional Centre hosted 25 guests at the networking event from sectors as diverse as education, mining, construction, government, employment, telecommunications, community and professional development, social enterprise, water and waste management.

Acting general manager Phil Munnings and vocational services manager Chris Mahon presented an overview of

the operating philosophy of Fulham and the opportunities that exist for inmates to undertake vocational and other training.

It included presenting details of courses in horticulture, construction, maintenance, automotive, hospitality, engineering and textiles. The courses allow inmates to gain a Certificate II and the possibility of completing an apprenticeship when they are released.

Following a lunch prepared by inmates, the guests toured the metalwork, woodwork and automotive industry areas of the Centre. Industry trades

officers spoke about their particular areas, what projects they had undertaken, what training they offered and how their work helped inmates turn their lives around.

“Staff at Fulham Correctional Centre are passionate about the skills we provide inmates before their release,” Phil Munnings said.

“We partner with a number of organisations to create better outcomes for former inmates and seek to ensure that each inmate is better prepared when he or she leaves the centre in terms of education, employment opportunities and life skills.

“There has been a steady flow of enquiries since the GROW Gippsland event, with attendees presenting a diverse range of opportunities for Fulham to consider.

“We continue to increase our interaction with the community, seek to partner with local businesses and provide employment opportunities for former inmates wherever we can.”

Pictured in center: Chris Mahon, FCC Vocational Services Manager; GROW Gippsland participants Cameron Spence & Dave Ward; Phillip Munnings, FCC General Manager

NAIDOC Week

Written By **Zoe Bacon**,
Ravenhall Correctional Centre

Ravenhall Correctional Centre held its second National Aboriginal and Islanders Day Observance Committee (NAIDOC) celebrations between the 16th and 18th of July.

NAIDOC Week celebrates the history, culture and achievements of the Aboriginal and Torres Strait Islander people and the 2019 theme was Voice, Treaty, Truth: Let's work together for a shared future.

Aboriginal people are over-represented in the correctional system in Australia and are one of Ravenhall's seven areas of focus with approximately 150 Aboriginal men being accommodated at the Centre at any one time.

The NAIDOC Week celebrations involved inmates, their families and staff, as well as respected Aboriginal elders and community members.

Activities during the week included an art exhibition and family day; traditional smoking ceremonies, games and dance; and community barbecues with traditional Indigenous foods.



The events provided an opportunity for the men to connect with their culture as well as share this with their families, other inmates, staff and community members.

Connection to culture has positive effect on an inmate's identity, feelings of self-worth, and their capacity to develop prosocial relationships and networks.

The opportunities provided to Indigenous inmates at Ravenhall throughout NAIDOC Week supports their positive behavior. Such opportunities also form an integral part in helping inmates to transform their lives and increases the likelihood of them successfully reintegrating into the community upon release.



North Carolina's Robeson CRV Honors Anthony Ellison, Employee of the Month

Written By **Ashley Oxendine** Robeson CRV & **Karen Collins**, GEO Care Strategic Marketing

GEO Reentry Services is proud to honor Anthony Ellison, Lead Substance Abuse Counselor at North Carolina's Robeson Confinement Response to Violation (CRV) program as Employee of the Month for June 2019. A hard-working and dedicated employee, Mr. Ellison began his GEO career in April 2015 and since that time has demonstrated outstanding professionalism, knowledge and commitment to service at the in-prison treatment program in Lumberton. He was honored with a certificate, a parking space, and luncheon for his award. His name was also added to a plaque in commemoration.

"Congratulations to Anthony Ellison and thank you for your commitment and dedication," said Melissa Weglarz, Northeastern Area Manager, GEO In-Prison Treatment Services. "We are proud of

our in-prison programming professionals that work hard every day to deliver GEO Reentry programming, which aims to help restore lives and reduce recidivism."

Mr. Ellison earned his Master's degree in Human Behavior and is a Certified Substance Abuse (SA) Counselor, as well as a Certified Criminal Justice Addictions Professional. He was promoted from SA Counselor to Lead SA Counselor in October 2017. He was also named as Employee of the Quarter in September 2016, and Employee of the Year in 2017.

"We are very grateful to Mr. Ellison for his devotion to delivering quality care through the GEO program," said Ashley Oxendine, Program Director at Robeson CRV. "His positive attitude and approach are admirable and he maintains a

positive rapport with staff and participants."

As Lead Substance Abuse Counselor, Mr. Ellison leads groups in Behavior Modification, Living in Balance, and Interactive Journaling attended by male technical parole violators at the Lumberton, North Carolina Department of Public Safety location. The reentry services provided at the location focus on substance abuse programming and Moral Reconciliation Therapy®, which assist individuals in creating positive lifestyles upon reentry to the community and reducing recidivism for the State of North Carolina.

"Mr. Ellison was awarded Employee of the Month due to his excellent dependability with staff and participants," said Ms. Oxendine. "He volunteers to take on extra duties whenever



needed, making him a valuable and respected employee."

Congratulations to Anthony Ellison for his competency and dedication in providing GEO's reentry services at the Robeson CRV program in North Carolina!

Pictured Left to Right: John Floyd, Assistant Director; Anthony Ellison, Employee of the Month; Ashley Oxendine, Program Director; and Bruce Hodes, Director

Jacksonville CC II Participants Help Protect Community

Written By **Brittany Bradshaw** Program Director at Jacksonville Correctional Center & **Karen Collins**, GEO Care Strategic Marketing

Participants in GEO's in-prison treatment program at the Jacksonville Correctional Center (JCC) in Illinois joined a major community effort to help combat local flooding in the Jacksonville area that troubled the region again this spring. The group volunteered their time to help pack sandbags to help protect from flooding damage. This June, the effort ramped up due to local levees breaking and reoccurring flooding.

"It was very rewarding to see our participants working together and experiencing the rewards of teamwork and positive actions," said Brittany Bradshaw, GEO Program Director at JCC. "We address substance abuse issues with peer-led and group activities. It is encouraging to see the participants practicing the program successfully while working with others."

Eleven participants from the GEO program worked on the sandbag project.

"It felt good to be able to be a part of something that was giving something back to a community," said participant Mark B. "There was a point in my life that I took from my own community and although I may not be able to give back to my community right now, I'm happy to have the opportunity to give back where I can."

Another participant, Malcolm F., said, "I've always worked, but being able to go and do physical work while being sober felt really good. It made me excited for what's to come for me in the next few months when I go home."

Ms. Bradshaw is proud to have the volunteers be part of a successful effort that has helped the community protect against flood damage. Volunteers worked on the sandbag project in 2013 and 2015 as well. This year, the volunteers completed packing more than 130,000 bags which were picked up and distributed to community areas known for excessive flooding.

Decatur RSC Celebrates Successful Transition Ceremony With Illinois Partnerships

Written By **Karen Collins**, *GEO Care Strategic Marketing*

The Decatur Illinois Reentry Service Center (RSC) celebrated another successful Transition Ceremony on August 14th that was spotlighted on Central Illinois' local WAND-TV news. The Transition Ceremony focused on the importance of reentry programming and recognized the twenty participants who completed the GEO Reentry Services program at the Center. The event highlighted the successes of Decatur residents as they begin a second chance at life after completing their reentry programming.

The male and female participants each completed at least four months of GEO Reentry programming consisting of evidence-based, cognitive-based services. Participants learn different ways to change behavior by incorporating tenets of Moral Reconnection Therapy® (MRT), which is designed to help individuals make decisions that will support a more positive lifestyle going forward. Participants are primarily referred to the Decatur Reentry Service Center from the local Parole office of the Illinois Department of Corrections. Other participants are referred from the Adult Redeploy Illinois (ARI) program in conjunction with the Macon County State's Attorney's office.

"The Macon County Adult Redeploy Illinois (ARI) program has been in operation since 2011 and continues to thrive in Macon County," said Professor Keyria Rodgers, grant writer for the Macon County State's Attorney's Office and Director of Criminal Justice at Millikin University. "Since program inception, more than 800 clients have been able to avoid incarceration as a result of having a diversion program like ARI. This program benefits individual lives in that people are able to demonstrate their ability to contribute to society, repair the harm they caused by their actions, and transition back into society."

Professor Rodgers also added that "in terms of taxpayer dollars, policymakers have analyzed the total cost of incarceration for adults per year divided by the total cost of diversion services in each Illinois county or circuit that operates an ARI program. Using a cost benefit figure to emphasize the magnitude of how ARI has benefited taxpayers, Macon County has diverted 800 clients which equates to more than \$20 million in costs saved since 2011. The cost of operating ARI in Macon has been less than \$4 million from 2011-2019."

"The ARI program is a great example of effectively addressing the needs of individuals in the community using team-work and evidence-based programming designed to reduce recidivism," said Andrew Young, GEO Area Manager.

The event hosted special guests from the community including Jay Scott, Macon County State's Attorney; James Getz, Chief of Police, Decatur Police Department; Several representatives from the Macon County Probation and Court Services Department; and representatives Reverend Wills and Dana Miller from the local Workforce Development organization who work in conjunction with



the Decatur Reentry Center. Former participants of the program who are now living productive lives returned as speakers for the event and encouraged others and served as role models, demonstrating that change is possible.

"We are experiencing increased numbers of parole participants attending substance abuse classes," said Lillian Kinnison, Program Manager at Decatur RSC. "It is so rewarding to watch our attendees make the change from hopeless to hopeful while receiving the GEO programming we provide and knowing they have another chance at a better life."

Transition ceremonies are a great celebration of reentry programming and provide an uplifting event for those completing programming, their family members, staff and community representatives. The center has graduated hundreds of individuals since its opening and looks forward to continuing to deliver important reentry programs that serve as tools to begin life anew and on the right path.



Erie Outpatient RSC Celebrates Second Chance Month

Written By **Annette Garcia** Erie Outpatient RSC & **Karen Collins**, GEO Care Strategic Marketing

Participants at the Erie Outpatient Reentry Service Center (RSC) hosted a celebration for Second Chance Month and showed their artistic skills by creating posters that represented the individuals they care for daily. The colorful and uplifting posters highlighted the GEO Reentry Services programming provided at Erie Outpatient RSC. Services are delivered through 18 group sessions weekly combined with one-on-one individual sessions. The Center offers Intensive Outpatient (IOP) and Outpatient (OP) treatment to Philadelphia residents seeking Alcohol & Other Drugs (AOD) treatment.

“We take pride in the GEO Reentry Services we provide daily at our center. These services help individuals establish a productive lifestyle and end the cycle of recidivism in our community,” said Annette Garcia, Program Director at Erie Outpatient RSC. “We encourage group activities to develop pro-social skills and were pleased with the overwhelming response and participation during Second Chance Month this April.”

The Center accommodates different populations that consist of male and female participants referred from the Pennsylvania DOC and Community Behavioral Health, as well as walk-ins to



the Center. Erie Outpatient RSC is a licensed drug and alcohol treatment facility.

“Our staff believe in second chances and work hard to deliver the tools that enable individuals to have an opportunity for a new start,” continued Ms. Garcia.

The participants created their posters with great care, putting forth a display of positive messaging learned in their GEO Reentry programming sessions. “Recovery is a Must,” “Hoping for a Second Chance,”

and “Helping Others” were some of the themes displayed. All received GEO T-shirts that read “We believe in Second Chances.” And pizza was served for all.

The Center provides a wide array of services that include substance abuse treatment, cognitive behavioral treatment, life skills, core skills, family sessions, Batterer’s Intervention, trauma-informed care, and connections to the community, as well as other services that provide a strong basis for second chances.

GEO ADAPPT Works With Berks Community Action Program to Feed Homeless

Written By **Dawn Martin** ADAPPT & **Karen Collins**, GEO Care Strategic Marketing

The Berks Community Action Program (BCAP) teamed up with ADAPPT (Alcohol & Drug Addiction Parole & Probation Treatment) reentrants on August 11th to share in a day of community service at the College Manor Pool. The site was offered to ADAPPT as a thank you for all the much needed work reentrants did at the pool over the summer. Everyone enjoyed the special event and sharing with those in need. The reentrants fed 107 homeless individuals from three different shelters. ADAPPT reentrants assisted in setting up the tables and stands, cooking, cleaning and serving. The staff and reentrants at the facility have a close relationship with the City and commit to a large amount of community service for local organizations.

“We are proud to provide opportunities for community service at ADAPPT,” said Michael Critchcosin, Facility Director. “Community service supports the GEO reentry programming we provide by creating opportunities for reentrants to give back to society, to experience the rewards of positive actions and develop pro-social skills by working with others in all levels of society.”

Staff and reentrants were extremely honored to have in attendance Magisterial District Judge Tonya A. Butler and BCAP Coordinator Patti Wright. Reentrants were thrilled to assist the special guests as well as the homeless, sharing compassion towards all.

“We at ADAPPT are dedicated to identifying and utilizing the strengths of reentrants to empower them to make positive change,” said Dawn Martin, Assistant Facility Director of Programming at ADAPPT. “Community service teaches our reentrants the benefit of giving back to society, while ultimately assisting them in recognizing that change is possible.”



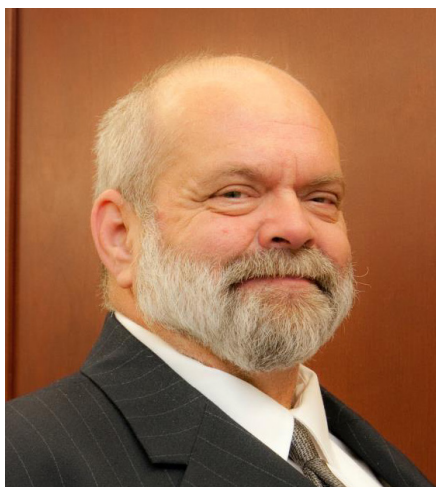
Alum Celebrates Ten Years Of Helping Others At F.I.S.T.

Written By **Karen Collins**, *GEO Care Strategic Marketing*

Congratulations and a job well done to Joe Schmitt, founder and Director of F.I.S.T., (Former Inmates Striving Together), a transitional resource center celebrating ten years of helping individuals transition to society in May 2019. A GEO alumnus and former participant at the Southwestern Illinois Correctional Center (SWICC), Joe got the idea to establish F.I.S.T. after being sent to a shelter following his incarceration in 2005 that lacked the services necessary to support a successful transition back into the community. As of July 2019, F.I.S.T. has now helped hundreds of individuals attain the resources needed for a successful reentry into society.

"I knew there had to be a different way for those reentering the community," said Schmitt. "I saw the need for services and the need for help to access those services. I understand the importance of being honest with former inmates regarding the challenges about the outside world and the importance of creating a respectful environment through decent housing."

Mr. Schmitt went through the SWICC program with GEO Alumni Director Tim O'Boyle, who encouraged him along the way and motivated his commitment to helping others. Tim is also grateful for the friendship and support he and Joe share.



"Congratulations to Joe for being motivated by the reentry programming he received and for his passion for helping others succeed in their transition," said O'Boyle. "It has been rewarding to watch his organization become successful and become a guide for so many who now live a positive lifestyle. His vision and leadership are to be admired."

After humble beginnings in a church, F.I.S.T. now has its own house and leases additional property. Clients are referred by local recommendation, the Department of Corrections, local church resource guides, and community summits. It is not funded and relies on donations. Residents participate in community service that including helping out at churches, packaging food for international export to struggling countries, local cleanups and helping to gather school supplies. The organization offers transitional housing and services such as bible study, life skills, 12-Step meetings, and partnerships with

Workforce Development and other community resources.

Schmitt credits his success to the reentry programming he received at SWICC, where he learned discipline and the ability to recognize thinking errors. "I wasn't arrested – I was rescued." He also credits the Sheriff for supporting him and understanding the value in being able to contribute to society in a positive way by helping others.

"It's been a great reward to help hundreds of people get their life back together," said Schmitt. "I get to see someone turn it around and start surviving in a positive way after being an outcast from society."

F.I.S.T. celebrated their ten-year anniversary by hosting an event at the center. It was well attended by law enforcement, former clients, and special guest Allen J. Lynch, Medal of Honor recipient, author and supporter of F.I.S.T. The event was uplifting and positive, with many in attendance sharing the fellowship of recovery and a second chance.

Lancaster Celebrates 5 Years With Its 10th Transition Ceremony

Written By **Kim Reichenbach** *Lancaster County RSC*

On May 22, 2019, the GEO Reentry Service Center in Lancaster, PA celebrated its 10th graduating class in conjunction with 5 years of providing services to returning citizens in the county.

A total of 29 reentrants were recognized and celebrated for their achievements at the Center. This Transition Ceremony was the first to recognize those

successful in the Batterer's Intervention Program. Of the reentrants who completed their programs, the average intake risk/needs assessment score was 24, which places them at a 67.4% probability of recidivating. At discharge, their average assessment score was 18, which reduced the probability to about 25%! Reentrants received completion certificates and memorialized

their successes on the Center's MRT Tree!

Kimberly Reichenbach, Program Manager, who provided opening remarks for the Ceremony, highlighted the Center's 5-year anniversary. Since February 2014, the Center has assisted over 800 returning Lancaster County citizens in their efforts to be successful in the community. The keynote speaker was Travis

George, a Pennsylvania Board of Probation and Parole Agent who spoke to reentrants about the importance of seeing their accomplishments as the start of a new journey, not an end to an old one. He encouraged them to continue pursuing their goals, asking for help and taking responsibility for their choices. He also highlighted the importance of staying connected to a support system like GEO.

ADAPPT Summer Community Service Project

Written By **Dawn Martin** ADAPPT & **Karen Collins**, GEO Care Strategic Marketing

The artistic reentrants at the ADAPPT facility in Reading, Pennsylvania, offered their talents to the community by helping repair and decorate the community pool this spring. Volunteers skilled in art, masonry, and construction work volunteered by restoring the town pool. The reentrants were guided by Dawn Martin, Assistant Director of Programming at ADAPPT, who served as the liaison between community leaders and reentrants. The volunteers painted whimsical sea creatures for families and children to enjoy this summer. ADAPPT has worked with the City of Reading several years consecutively to prepare the town pool for the summer season.

"We are proud to be asked once again to assist in the

beautification of a community pool," said Ms. Martin. "Every year, our reentrants step up to the challenge and every year is better than the year before."

ADAPPT consistently participates in community service for the City of Reading. The facility values community service as an integral component in GEO's reentry programming model.

"The mission of our GEO reentry programming at ADAPPT is to prepare reentrants for a positive reentry to the community by providing the GEO Reentry model which focuses on personal treatment programs that address criminality and reduce recidivism," said Michael Critchosin, Director of ADAPPT.

At ADAPPT, GEO Reentry provides residential



programming that includes intensive case management, supervision services, and Cognitive Behavioral Treatment (CBT) to change addictive and criminal behaviors for ADAPPT residents. Individuals

progress through the phases of programming by gradually mastering the pro-social skills they need to maintain a crime-free life in the community. The program is licensed by the Pennsylvania Department of Health, Department of Drug & Alcohol Programs.



Pictured top from left to right: Reentrants Jarrod Long, Justin Brown, Brent Schwartz, Roberto Valencia, Eric Bruno, James Toomey, and Michael Farver.

Pictured left from left to right: Matthew Colvin, James Young, James Crowley



Alumni Share Fellowship at Annual Barbecue

Written By **Karen Collins**,
GEO Care Strategic Marketing

Alumni of GEO Reentry Services programming gathered for a barbecue in Merrill Park, New Jersey, on September 7th. The annual event is held to celebrate fellowship amongst alumni members who were former participants and are now enjoying a positive life after completing reentry programming. The event is dually hosted by GEO Reentry Services and Education and Health Centers of America (EHCA). GEO Reentry is the service provider for EHCA in the state of New Jersey.

“This event helps demonstrate the importance of reentry

programming for offenders, providing an aftercare component” said Richard McCourt, Senior Area Manager, Northeast, GEO Reentry Services. “Alumni Services help others to successfully transition back to the community by individuals helping other individuals that have gone before them and informing them of the available resources within the community.”

Approximately 150 former residents of GEO Reentry facilities, their families and staff enjoyed the large gathering with barbecued food, salads, chips and cake. Members of

Alumni Services arrived early in the morning to set up and cover tables, get the grills going, coordinate games and music and left late after a complete cleanup of the park grounds. Arthur Townes, Alumni Services Manager for GEO Reentry in New Jersey coordinates the event.

“It is very rewarding to see members attend year after year and bring new members and share stories of living crime-free and substance-free, pursuing higher education, finding specialized vocational paths, and enjoying successful family reunification,” said Mr. Townes.

New Jersey maintains a large and connected group of alumni members that successfully mentor many who are currently in reentry programming. As mentors they successfully demonstrate that the tools provided in reentry programming can contribute to a life well-lived.

“We are thrilled to see members return year after year who are staying on the right path, still participating in alumni activities, watching their children grow up with supportive parents and pursuing opportunities that may not have been possible without reentry programs,” continued Mr. Townes.

Amongst those in attendance were Lenny Ward, Manager of Community Programs Division, Division of Parole, NJ State Parole; Richard McCourt, Senior Area Manager, Northeast, GEO Reentry Services; Larry DeMarzo, CEO of EHCA; Sheila Leonardo, EHCA Director of Talbot Hall; Gina DiMaiuta, EHCA Deputy Director of Treatment at Talbot Hall; Christopher Tomkins, EHCA Director of the Harbor; and Ms.

Barnes, Unit Manager of the Harbor. Staff from other New Jersey facilities also attended with their families.

Tim O'Boyle, Director of Alumni Services for GEO Reentry, attended from Illinois, and two former participants of GEO Reentry programs attended from Florida who were interested in starting alumni services in their home state and were looking

to see how New Jersey Alumni Services works.

"We heard about the success of New Jersey alumni and are interested in starting similar groups in Florida and to possibly expand to other GEO locations," said Oswald N., Florida alumni.

Two bounce houses were packed all day, there was face painting and a visit from

Pinkfong from Baby Shark fame, a balloon lady who constructed balloon animals, and ice cream that brought joy to the children.

It was a joyful and rewarding day for both former residents and staff, being witness to the many success stories that began with an open mind and willingness to embrace tools for a better life provided by GEO Reentry Services.





North Kern State Prison Inspires with Healing Tour

Written By **Karen Collins**, *GEO Care Strategic Marketing*

Spirits were lifted and hope was alive at North Kern State Prison in Delano, California, as Danielle Gonzales, GEO Reentry Services Program Director, in conjunction with Danny Morrison, a DJ at 103.9 Radio in Bakersfield, GEO Reentry Services, and the California Department of Corrections and Rehabilitation (CDCR) collaborated on an exciting event for the inmates on July 19th. The "Healing Tour" hosted an array of musicians and community activists who visited the facility to bring a message of hope and positivity to the approximately 100 inmates who attended.

"Our GEO Reentry Services staff are committed to delivering evidence-based services that help those in our care move on to positive lives after program completion," said Danielle Gonzales, GEO Reentry Services Program Director. "We work hard to try to find unique ways to deliver programming that promotes a desire for change in criminal behaviors and substance abuse. The 'Healing Tour' was a great success in achieving this goal."

The event was the first of its kind and originated with Ms. Gonzales, who developed the idea with Mr. Morrison over a months-long period. Together they came up with the idea to hold a show packed with personal testimonials and songs meant to inspire to change. The goal was to create an event that instilled the belief that life can get better by being willing to change, to show that others have achieved that change, and that there is support along the path.

"I believe that the right music, the right words, and a specific plan can soothe the souls of those within our prison walls," said Mr. Morrison. "God has blessed us with the opportunity to go in and share our talents with those that need uplifting."

"You could feel the spirits being uplifted during the Healing Tour performance," Ms. Gonzales added. "The feedback from the crowd was very positive and many were inspired. We would like to expand the program to carry the message of hope to more inmates."

Another guest in attendance was Andrew Jones, Senior Substance Abuse Specialist at GEO Reentry Services' program at the Kern Valley State Prison. Mr. Jones appeared as a motivational speaker for the Healing Tour. He has overcome many of life's barriers to achieve his goals such as touring the world as a celebrity fitness trainer and is now in a field he loves by helping others recover from substance abuse.

"This was an excellent day," said Mr. Jones. "These individuals need all the motivation we can give them. It was a lesson in positive inspiration and hope for a new future. We received a lot of good feedback."

Other artists who appeared at the event were singer/songwriter Crimson Skye, and singer/songwriter Venessa Saldana. Also on board was Blaine Hodge, local hero, activist, and spoken word poet, who told a moving story of his own positive experience with the police when he bravely saved a life on the street while suffering from an injury himself which resulted in him being awarded the Congressional Medal of Honor Citizen's Honor Award for a Single Act of Heroism. Mr. Hodge believes in the power of doing 'something', taking action and speaking out against injustice.

"The #howlong Healing Tour was a complete success... Literally months in the making. Giving thanks isn't enough. Showing gratitude doesn't do it. Never could we have imagined feeling so comfortable within the confines of a correctional institution. It was a blessing. Lives are changing. I don't want to come back down from this cloud!" commented Mr. Morrison at the close of the event.

The Healing Tour was a turning point for many individuals, who were grateful to have had this unique experience. Events like the Healing Tour support GEO's reentry programming by reinforcing the message that change is possible and that there are always those who care and are ready to help.

Delaney Hall Holds Successful Reentry Day

Written By **Karen Collins**, *GEO Care Strategic Marketing*

Delaney Hall held a successful Reentry Day, welcoming approximately twenty community partners to support and hear the successful journeys of its residents. The Facility partnered with Maryam Bey, Coordinator of Reentry Services for the City of Newark, in addition to other community representatives. The goal of Reentry Day was to introduce residents to local support services that are available to them as they make their transition back into the community.

Held on August 2, 2019, the event featured both a morning and afternoon session to accommodate the many residents. Eight speakers delivered inspiring messages about the resources available to them for employment as well as social resources as they reenter the community. Topics included vocational, educational and general information designed for reentrants after program completion. Tables were set up in the lecture hall for residents to pick up brochures and ask questions of the representatives.

Each resident left with a folder prepared with community contact information.

"We are pleased to support the reentry programming provided at Delaney Hall with these important events to help residents with employment and educational opportunities as they reenter society," said Richard McCourt, Senior Area Manager Northeast, GEO Reentry Services. "I am grateful to the Mayor's Office, community partners, and the staff who worked hard to make this event a huge success. Director Chapman and Lead Case Manager, Ahmiere Mincy, did a great job."

"We demonstrated that reentry programming works," said Alan Chapman, Director of Delaney Hall. "The residents enjoyed Reentry Day tremendously and I have already been asked by residents if there will be another coming soon. Because of the positive response, we are in the planning stages for additional reentry and vocational days to support the successful transition of our residents."



NJ Alumni & Staff Pack School Supplies for Families in Need

Written By **Karen Collins**,
GEO Care Strategic Marketing

Members of New Jersey Alumni Services and GEO Reentry Services staff were on hand to help the community with a Back-to-School event in Union County on August 15th. Staff gathered for the local 'Backpacking and Potluck' dinner. Hosted by Parents Engaging Parents (PEP), alumni members and staff joined various other community organizations, educational administrators and volunteers from cities in Union County to pack backpacks with school supplies. Alumni members were proud to participate in the community event which will equip thousands of children in the community with the supplies needed for a good start to the school year.

"GEO Reentry Services takes pride in supporting schools and education in our communities," said Angela Geisinger, Senior Director, Education & Programs for GEO Care. "Alumni services does a great job of community service and we are proud of the participation to support families at this Back to School event."

NJ alumni members and staff from Talbot Hall volunteered their services for PEP, who collected the donations of school supplies and arranged for community members to meet at the Second Presbyterian Church in Elizabeth.

"We are proud to volunteer for PEP who coordinated this important event," said Arthur Townes, Coordinator of NJ Alumni Services. "It's very rewarding to give back to the community and work with others to ensure our children start the school year ready to learn."

The event was a success and resulted in approximately 1,000 backpacks filled with pencils, pens, markers, notebooks, erasers, rulers, and other essential school supplies. The backpacks were distributed to needy families throughout New Jersey.

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