

GEO World

2nd QUARTER 2023

A GEO Publication for Employees and their Families.



GEO Celebrates

*20-Year Anniversary of Its Independence
July 9, 2003 - July 9, 2023*





Executive Chairman's Letter

George C. Zoley, Executive Chairman of the Board

"Our company's success is underpinned by the hard work and dedication of our employees, from the field to the corporate office. Our success over the next twenty years will be defined by the same dedication, perseverance, and commitment to operational excellence."

To the GEO Family,

During the second quarter of 2023, our company achieved several important operational milestones, which are underpinned by the dedication of our frontline employees and our continued organizational commitment to operational excellence.

In our GEO Secure Services segment, we renewed our contract for the 2,000-bed Blackwater River Correctional and Rehabilitation Facility in Florida for a two-year term and our contract for the 2,682-bed Lawton Correctional Facility in Oklahoma for a one-year term. We also reactivated our 1,900-bed Great Plains Correctional Facility under a new lease agreement with the State of Oklahoma. Our GTI transportation division completed approximately 4.2 million miles driven in the United States and overseas.

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

In our GEO Care segment, we renewed 15 residential reentry contracts, including five contracts with the Federal Bureau of Prisons. We also renewed 12 non-residential day reporting center contracts, including seven contracts with the California Department of Corrections and Rehabilitation.

Our GEO Continuum of Care division delivered over 670,000 hours of enhanced in-custody rehabilitation and post-release support to an average daily population of approximately 2,600 individuals at 31 In-Prison Program sites and approximately 20,400 individuals at 13 Continuum of Care sites.

All these important milestones are representative of the organizational success our company has enjoyed over the last two decades. We recently marked this success with the celebration of the 20th Anniversary of GEO's independence. On July 9, 2003, our company, then known as Wackenhut Corrections Corporation, culminated what had been a year-long process of negotiations with the purchase of 12 million shares, or 57% of our common stock, from Group 4 Falck, a Danish security conglomerate which just a year earlier had acquired our former parent company, The Wackenhut Corporation.

In the last twenty years, GEO has experienced significant growth, under both Democratic and Republican administrations, and has remained resilient through at times difficult economic conditions, including a major global pandemic. Our company's success is underpinned by the hard work and dedication of our employees, from the field to the corporate office. Our success over the next twenty years will be defined by the same dedication, perseverance, and commitment to operational excellence. Please join me in celebrating the 20th Anniversary of GEO's Independence.



*GEO Celebrates 20 Year Anniversary of its Independence
July 9, 2003 - July 9, 2023*

02 COVER STORY

GEO Celebrates 20-Year Anniversary of Its Independence

Few moments in a company’s history are transformational enough to reset the course of an entire organization and create a future full of exciting opportunities and challenges.

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Celebrating a 25-Year Milestone

Mr. James Black began his career in Corrections in 1985 as a Correctional Officer with the Texas Department of Criminal Justice.

EDITOTIAL STAFF

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GEO Healthcare Commences Service Delivery in Victoria, Australia

After a momentous six months, GEO Healthcare has now commenced delivering primary healthcare services in men’s public prisons in Victoria, after a successful transition from the incumbent provider.

CONTRIBUTORS

George C. Zoley
Pablo E. Paez
Chris V. Ferreira



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Reentry Empowerment at South Bay Correctional and Rehabilitation Facility

GEO had the privilege of hosting a reentry empowerment segment at the South Bay Correctional and Rehabilitation Facility.



GEO Celebrates 20 Year Anniversary of its Independence

July 9, 2003 - July 9, 2023

Few moments in a company's history are transformational enough to reset the course of an entire organization and create a future full of exciting opportunities and challenges. Twenty years ago, one such moment reset the course of our company's history and paved the way for what has been two decades of successes and remarkable growth.

On July 9, 2003, our company, then known as Wackenhut Corrections Corporation, culminated what had been a year-long process of negotiations with the purchase of 12 million shares, or 57% of our common stock, from Group 4 Falck, a Danish security conglomerate, which just a year earlier had acquired our former parent company, The Wackenhut Corporation.

This remarkable transaction, completed with a \$132 million purchase price, set our company, which we later renamed The GEO Group, on an independent course and on an upward trajectory that has since taken us to new highs. As hard as it seemed at the time to top such an important milestone, the success story of The GEO Group since that historic day of July 9, 2003 has been equally impressive.

Pursuit of Quality Growth

After gaining our independence, GEO set out to aggressively pursue quality growth opportunities, which included both new organic development and expansion projects, as well as the acquisition of high-quality companies in our industry.

Since 2003, we have completed approximately \$2 billion in new development and expansion projects. We have also added to our diversified services portfolio through more than \$2.6 billion in company acquisitions, including Correctional Services Corporation in 2005; CentraCore Properties Trust in 2007; Cornell Companies in 2010; BI Incorporated in 2011; LCS Corrections in 2015; and Community Education Centers in 2017.

Since July of 2003, GEO has increased annual revenues from approximately \$500 million to more than \$2.4 billion. Our strong growth has been the result of our multi-year diversification strategy, which has allowed us to establish a leadership position in our industry and has created new and unique opportunities for our workforce of approximately 18,000 employees worldwide.



Commitment to Operational Excellence

Our financial performance has been underpinned by the diversity of our high-quality operations and services. Our company's commitment to operational excellence, from the field to the boardroom, has enabled us to form long-standing, quality relationships with our government agency partners.

Over the last twenty years, our commitment to operational excellence has supported stable and steady growth despite political and policy changes and at times difficult economic conditions, including a major global pandemic. Our success over the next twenty years will be underpinned by the same dedication and continued commitment to operational excellence.





Honest Jobs

The GEO Group Partners with Honest Jobs to Bring Jobs to Returning Citizens

In June 2023, The GEO Group, through the GEO Continuum of Care and in collaboration with GEO Board Member, Jack Brewer, began a partnership with Honest Jobs to significantly expand second chance employment opportunities for individuals returning to their communities from a GEO facility.

Honest Jobs is the nation's leading fair-chance employment platform for those impacted by the criminal justice system. They have built a robust network of 1,300+ employers, as well as proprietary technology specifically to serve job seekers with felonies and misdemeanors. Their data shows that formerly incarcerated people find jobs up to 8 times faster and 2.5 times higher starting pay using Honest Jobs. Honest Jobs connects individuals with national second chance employers.

This partnership gives GEO access to an employment website for anyone being released from any GEO facility or program including U.S. Secure Services facilities and Residential/Non-Residential Reentry Programs.

Any individual participating in the program will have access to the following services through the website:

- Honest Jobs will reach out to each person who registers to offer help with onboarding and setting up their job seeker profile
- Honest Jobs will help users with resume writing and interview preparation
- Honest Jobs will help users identify and apply for job opportunities with the national network of fair-chance employers

- Honest Jobs will provide access to a national digital resource center to help users find wrap around support and services that are not provided by Honest Jobs directly

In March 2023, GEO's Honest Jobs employment website was piloted to a small population of returning citizens, and the program immediately demonstrated success in helping those individuals find a job. Donna Jacobs, Moore Haven Correctional and Rehabilitation Facility Program and Treatment Manager assisted GEO in piloting Honest Jobs.

"The partnership between GEO and Honest Jobs is truly building the bridge for resident success. Individuals now have the opportunity to go home employed," said Ms. Jacobs.

Kevin Sabbath, a GEO Alumni member, feels Honest Jobs is more than a second chance. "Life has its ups and downs. I recently found myself between jobs, and like anyone else, I was filled with uncertainty and worry. I was provided the link to Honest Jobs, and within a few hours, I was back on track." With his new job, Kevin aims to "pay the bills and pay it forward." Kevin now meets with individuals releasing to the greater Orlando area and assists them with creating their own Honest Jobs accounts.

The lack of employment opportunities for returning citizens remains a primary factor that contributes to high recidivism rates throughout the U.S. At GEO, we understand that finding gainful employment can be a major obstacle for those individuals returning to their communities. As a company, we are at our best when we are helping those in our care reenter society as successful, productive, and employable citizens.

The Other Side: You are Not Alone by Dr. Latoya Lane Featured in Corrections Today

Written By **Geraldine Darden,**
GEO Care Communications

The Other Side:



You Are Not Alone!

Dr. LaToya Lane

The GEO Group's very own, Dr. Latoya Lane, Vice President of Community Solutions, had her self-published book, *The Other Side: You are Not Alone*, reviewed in the May 2023 issue of *Corrections Today*. This book is aimed at helping loved ones of incarcerated individuals cope with the challenges they face and offers unique insights into the mental stressors associated with knowing and loving someone in

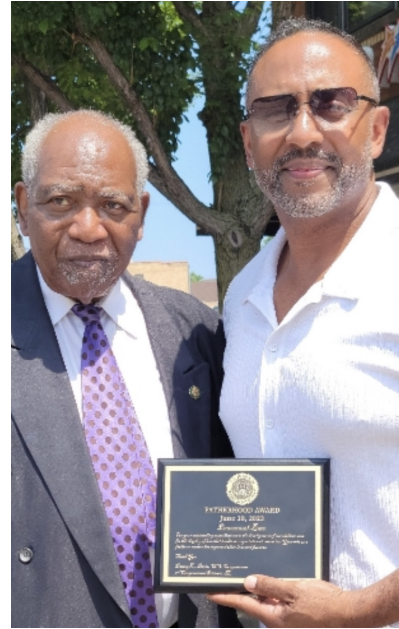
prison. The book includes over one hundred pieces of advice and affirmations from ten individuals who have personal experience with incarceration. One insight reads, "First, most feel shame wondering what we did or missed out on to have caused our loved one to have been arrested and eventually incarcerated. We tend to blame ourselves for not being there. Take each day by removing the guilt and replacing it with supporting your loved one."

Dr. Lane's book emphasizes the importance of maintaining relationships between incarcerated individuals and their loved ones, both for the safety and security of correctional facilities and to support successful reentry into society. The practical advice offered includes supporting loved ones, without sacrificing one's own life, and maintaining open communication. The book also addresses the impact of incarceration on children and focuses on helping children understand and cope with having an incarcerated parent. Written in a comforting tone, "Its accessible language, simple but profound wisdom and thoroughness make it an excellent tool to use to enhance loved ones' and incarcerated individuals' relationships and therefore would be of great value for the corrections community," said Kirk Raymond, Director of Communications and Publications, American Correctional Association. Well done, Dr. Lane!

Purchase a copy of the book on Dr. Latoya Lane's personal website at <https://breakthroughseason.net> or on Amazon.

GEO Executive Receives Congressional Fatherhood Award

Written By **Christopher Ferreira,**
Corporate Relations



On June 10, 2023, Emanuel Barr, Vice President of Government and Community Relations, received a Congressional Fatherhood Award presented by Congressman Danny Davis. "This award is for your outstanding contributions to the development of our children and for the display of love that builds strong minds and character. Your role as a father and mentor has improved their lives and futures," said Congressman Davis.

GEO Reentry has supported Congressman Davis's Fatherhood initiatives in Illinois for the past 10 years. Emanuel started his career with GEO as a Day Reporting Program Manager in Congressman Davis's District on the West Side of Chicago in 2010.

The GEO Group Foundation Out in the Community



GEO Corporate Employees Volunteer in Back to School Event

In July 2023, more than two dozen of GEO's Corporate employees volunteered in Spirit of Giving's Back to School Palm Beach County (PBC) event. GEO Volunteers took shifts being "school supply shoppers," escorting elementary, middle, and high school students through a gym-turned-shopping-center and helping them pick out various school supplies and other items to be successful going into the school year.

Spirit of Giving's Back to School PBC assists 5,000+ local children to receive backpacks, grade-appropriate school supplies, school physicals, new shoes, socks, uniform shirts, as well as haircuts, school physicals, nutritious lunches and snacks, and important community resources.

Florence Fuller Child Development Center Receives Donation from The GEO Group Foundation

Recently, The GEO Group Foundation donated \$2,500 to the Florence Fuller Child Development Center to support their Intergenerational Project. The Intergenerational Project is a collaborative initiative recently launched by the Florence Fuller Child Development Center and The Volen Center.

The funds will enable the organizations to establish a full-time early education program at The Volen Center where seniors and children will interact, learn, play, thrive, and enhance each other's lives. The project will benefit the community by expanding the opportunity for an additional 28 children, ages 2-5 years, to access needed childcare at a time when affordable care is difficult to find.

Representatives from GEO's Corporate Office, including Traci Wright, EPIC President, and Christa Siciliano, Tax, visited with Florence Fuller Staff at the Volen Center to present the donation check and received a tour of the space being used for the Intergenerational Project.



GEO Group Foundation Supports The Volen Center



In June 2023, The GEO Group Foundation made a \$2,500 donation to support the Life Enrichment program at The Volen Center in Boca Raton, Florida. Serving from Broward to Palm Beach County, The Volen Center enhances the well-being of South Florida seniors by educating and advocating on their behalf, and by providing health care and supportive services that meet their physical, emotional, social, and psychological needs. The Life Enrichment program includes nutrition, education, recreation, and intergenerational programming.

Autism After 21 Receives Program Support from The GEO Group Foundation



In June 2023, The GEO Group Foundation donated \$5,000 to Autism After 21 to support their programs for adults with autism in the South Florida area. The donation supported their Summer Opportunity for Adult Readiness (SOAR) and Mentorship programs. SOAR is residential program based

on the campus of Florida Atlantic University (FAU) and is an opportunity for students to launch their transition from school to the community and inclusive employment. The Mentorship program pairs Autism After 21 volunteers with participants to help them with job placement, higher education studies, and life skills.

The GEO Group Foundation Supports POPO Pitbulls Animal Rescue



POPO Pitbulls is an animal rescue and support organization based in South Florida that got its roots rescuing pitbulls and bully breeds from local shelters and training them to become police dogs and therapy dogs, as well as companion animals. Since its founding, the organization's mission has expanded to

rescuing all breeds, placing them in foster homes, and transporting them to rescue partners all over the country where they have a better chance of being adopted. In July 2023, The GEO Group Foundation donated \$2,000 to support POPO Pitbulls and their animal rescue efforts.



Place of Hope Duffle Bag Donation

Last month, The GEO Group Foundation made a \$1,500 charitable donation to Place of Hope. GEO Corporate's own, Eileen Roth, worked with Place of Hope to secure the donation for duffle bags and supplies for nearly 50 children and teens entering foster homes.

Eileen met with Place of Hope Director of Education and Enrichment, Rebekah Jo Bentley, to deliver the check. The bags were given to foster parents so that the children and teenagers had something of their own when they arrive in their new home.

Place of Hope is a faith-based, state-licensed organization providing programs and services to children, youth, and families to end the cycles of abuse, neglect, homelessness, poverty, and human trafficking in our local communities.



McFarland Graduates Receive Scholarships

Written By **M. Wofford**,
Central Valley and Golden
State Annex

In June 2023, Facility Administrators, Timothy Johnson and Minga Wofford, of Central Valley Annex and Golden State Annex presented scholarships to the Principal of McFarland High School.

An annual scholarship award of \$1,000 was provided for every student who graduated from public, continuation, or adult school in 2023. The graduates could use the scholarship funds toward academic and educational endeavors.

The students and the Principal at McFarland High School were very grateful and appreciative for the generous donation from The GEO Group. A total of 282 students graduated high school in McFarland, California this year, resulting in a total of \$282,000 in scholarship awards.

CELEBRATING A 25-YEAR MILESTONE

Written By **Margie West**, Human Resources

Mr. James Black began his career in Corrections in 1985 as a Correctional Officer with the Texas Department of Criminal Justice. Over the next eight years, he rose through the ranks to the position of Senior Warden.

After joining GEO, he served as Facility Administrator for several GEO-operated facilities in Texas and Florida before becoming an Assistant Director of Operations in GEO's Central Region Office.

Through hard work and dedication, he overcomes challenges and consistently delivers outstanding results.

In 2005, Mr. Black was promoted to Western Regional Director of Compliance before transferring to the position of Director of Operations. In 2009, he was promoted to Vice President of the Western Region, and in 2018, he transferred to the Central Region Office. He was appointed President of GEO Secure Services and Senior Vice President in 2021.

Through his journey, it has not only been about accomplishments and milestones, but also about the friendships formed and memories created. He shared one of his favorite quotes that was given to him back in 1994, when, while making his rounds in a facility, a former Marine handed him a handwritten note that said, **"Overlook the minor discomforts and carry on with your mission."** Mr. Black was moved by the positivity a person can have in any given situation. The discomfort you are experiencing is only temporary, there are better and greater things waiting ahead for you, he says.



JAMES BLACK

Senior Vice President & President,
GEO Secure Services

"Trust in the Lord with all your heart, and lean not on your own understanding. In all your ways acknowledge Him, and he will direct your path." Proverbs 3:5&6.

This is how I got to where I am today. I am nothing without God; he is my focal point, and he has brought me from obscurity to where I am today. That along with hundreds of people that I have worked with and for, that I have learned a lot from, or the work they did made me shine as a leader. I am grateful to all of those people that have helped me along the way."
-James Black

GEO Corporate Employee of the Second Quarter



We are pleased to announce that Drusilla (Dru) Kigozi-Brevard, Senior Purchasing Coordinator, Business Management Department has been selected as the GEO Corporate Employee of the Quarter for the 2nd Quarter of 2023. She received several nominations from her peers including Amy Alamary, Danielle Autry, Racheal Bennett, Javier Bustamante, Stacey Kimball, Phyllis McIntyre, Todd Nadrich, Yusmelin Rossell, Jackie Santiago, Steve Starace, and Rita Young.

Dru has worked with Capital Expenditures and Contracts requiring focus and attention to detail making her the “go-to” person to assist with questions or issues from the field. She has also assisted field employees on how to navigate entering purchase orders or requisitions. Danielle, Amy, Rachael, and others shared that “Dru assists the accounts payable, credit cards and vendor departments on a daily basis.”

Steve Starace, of GEO’s Reentry Division, acknowledged the invaluable support Dru provided during the last quarter to complete a large amount of unbudgeted and emergency projects needed due to extreme weather and aging structures within the facilities. He said, “she recognized the importance of keeping these sites in operational order and has assisted with forecasting Capital Expenditures spending for the remainder of the year.”

All Dru’s peers have remarked how she demonstrates her loyalty and dependability consistently to each and every person she interacts with; without complaining and always with a smile. Her strong work ethic, patience, kindness, and willingness to assist wherever needed are just some of the reasons Dru is viewed as a valuable asset to the GEO family!



Joe Corley Processing Center Celebrates Employee Appreciation Week

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

This year at Joe Corley Processing Center (JCPC), the employee morale committee worked hard to plan a week of festivities to ensure all cards and shifts were celebrated for National Correctional Officer and Nurses Week. We kicked off the week with cookies and blue bell ice cream, as well as catered lunches from Raising Canes and McKenzie’s BBQ. We also showed our staff that they “Make us pop with appreciation” by setting up our popcorn station and we ended the week giving out appreciation gifts, which were custom water bottles to handle this Texas heat. Thank you to JCPC staff for all that you do here at our facility!



Staff Appreciation at Golden State Annex

Written By **Minga Wofford, Golden State Annex**

The Golden State Annex showed staff appreciation during Correctional Workers and Nurses Week (CWW) with a taco food truck. The taco truck offered a variety of tacos and sides for staff to enjoy. The truck was stationed at the facility for several hours, which allowed employees to have plenty of food and return for seconds. It is a great feeling to work for a company that supports CWW, and it was a pleasure to have an opportunity to acknowledge and recognize staff.



A Hero at GEO's Brooks County Detention Center

Written By **Valerie Johnson,**
Brooks County Detention Center

The quick actions of a Brooks County Detention Center employee helped save the life of a fellow co-worker.

Officer Adam Zamora, a six-month employee of the Brooks County Detention Center and a five-year employee with The GEO Group, surpassed his job responsibilities when he responded rapidly to a co-worker who was choking.

When Officer Zamora heard 11-year GEO employee, Officer Hector Garcia, forcefully coughing, Zamora took notice. As it appeared that Garcia's face was changing colors, Zamora ran and placed his hands around Garcia's stomach, began to perform abdominal thrusts, and was able to dislodge the obstruction.

Officer Zamora, with no prior military or medical experience, acted on instincts and the First Aid Training he received through his Pre-Service Academy to provide this emergency assistance.

Supervisors and co-workers describe Officer Zamora as someone who is dependable, a hard worker, and always prepared to provide help around the facility to anyone in need. Therefore, his rapid response came as no surprise as he continuously exceeds expectations.

As a result, for his heroic efforts, Officer Zamora was awarded with a Spot Award, an Employee of the Month Nomination, and was treated to lunch as a well-deserved "Thank You."

Onward and Upward: the GED Graduating Class of Florence West

Written By **Dr. Joel Hunter,**
Florence West Correctional and Rehabilitation Facility

"Onward and upward," the class motto for Spring 2023, expresses an optimistic future for the graduates. At the same time, it also declares a present truth for these men; they have already moved onward, and they have ascended one important step upward in what comes next.

My name is Dr. Joel Hunter, and it is my privilege to be the GED teacher here at Florence West Correctional and Rehabilitation Facility (FWCRF). To make events like graduation happen, it takes all of the great staff here at FWCRF to make it possible. I am especially proud that GEO makes a significant investment in this key piece of inmate rehabilitation by providing the instructional resources.

At the coffee and cake fueled graduation ceremony, I told the story of one young man in the group (let's call him Miguel), who started in the Adult Basic Education class, determined to "just get it out of the way," because he was "so done with this." Miguel completed his mandatory ABE tests only to find himself in the GED class. With the encouragement of his teachers, case manager, and peers, he slowly discovered that he loved learning.

One of the greatest privileges I have in my role as teacher-coach-mentor is to watch men like Miguel reorient their personal values toward virtues of the mind and character. I will not get to see where their journeys beyond our walls take them vocationally, but watching Miguel voluntarily return to the class after graduating in order to tutor and encourage his peers shows he has learned the skills to flourish in the world.

The men of the graduating class of Spring 2023 are closing a grim chapter of their lives on this high note. Their next chapter will begin with new opportunities, new achievements, and a new freedom to go further onward and upward.





Folkston ICE Processing Center CERT Team Participates in the Annual Charlton County Junior Sheriff's Academy

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

In June 2023, the Folkston ICE Processing Center (FIPC) in Folkston, Georgia continued the journey of community outreach by sending several members of our Correctional Emergency Response Team (CERT) to participate in the Annual Charlton County Junior Sheriff's Academy. The program invites approximately fifty middle school students to attend the academy each year. Several students have parents or relatives that work at FIPC, and it was a great opportunity for them to get a feel for what the job entails.

CERT team members Harry Vernon, Arielle Talley, Terry Furr, Christopher Davis, Delano Mobley, Sharena Milton, and Derreck Carter spent a half day with the kids speaking and answering questions about the facility, including what gear we use to protect our employees when needed. CERT members split the students into two groups and competed in a relay style race in full riot gear. Each student was dressed in a riot helmet, riot gloves, connected upper body piece (chest, back, shoulders, and forearms), knee and shin guards, complete with a riot baton. The relay consisted of running ten yards back and forth with the next teammate. Along with FIPC, the students spent time with the Georgia State Patrol's Helicopter Unit and SWAT Unit, Local Fire Departments, Georgia Bureau of Investigation's Bomb Robot, Jacksonville's Mounted Horse Unit and Motorcycle Unit, and the Department of National Resources Rangers. It was a great day for our team and a great week for the students. FIPC looks forward to next year's event.





Before



NEW CASTLE CORRECTIONAL FACILITY Helps School With New Playground

Written By **Bryan VanDervort, New Castle Correctional Facility**

Since the early 1980's, Wilbur Wright Elementary School in New Castle, Indiana had a safe and stable school playground. That all changed a number of years ago. When the playground began to significantly show its age and rendered the playground unusable.



A little more than two years ago, school Principal, Jean Ann McAllister endeavored to raise money from within the community to replace the playground, adding new features to include ADA approved pieces for her students with disabilities.

Mark Sevier, Facility Administrator at New Castle Correctional Facility (NCCF) saw an opportunity to help out the school, which is less than two miles from the facility and is the local school for many

NCCF staff's children. NCCF has donated \$32,000 over the last two years to Wilbur Wright Elementary in an attempt to help boost their donation drive for the new playground.

This spring, the new and improved playground had its ground breaking showing off the new jungle gym, slides, swings, soft landing ground and benches.

The final touches to the new playground should be done in time for the new school year but the children will be able to start to enjoy using their new playground right now.



After

Lea County Supporting Community Organizations

Written By **Daniel Hutchison, Lea County Correctional Facility**



Lea County Correctional Facility (LCCF) continues to care for the residents of their county. In April 2023, through financial donations and employee participation in the



fundraising efforts of the Light of Lea County's annual Walk for Light and charity golf tournament, the organization was able to raise \$24,000.

The funds raised are used for community assistance to cover non-medical living expenses for Lea County residents fighting all forms of cancer. LCCF employees also participated in the New Mexico Junior College Foundation charity golf tournament and helped raise \$53,500.

Pictured Left to Right: *Back* - Vincent Horton, Guadalupe Ramirez, David Brown, Jordan Gutierrez, Zachery Garcia, Robert Mendoza, *Front* - Rudy Maldonado, Daniel Hutchison

Pictured Left to Right: David Brown, Daniel Hutchison, stopping for a pose in front of the GEO sponsored banner on the 14th hole.

GEO's Arizona Facilities Supporting our School's



Written By **Cruzetta Sepulveda, Florence West Correctional and Rehabilitation Facility and Central Arizona Correctional and Rehabilitation Facility**

Every year Florence West Correctional and Rehabilitation Facility (FWCRF) donates scholarship money to senior students who are chosen by their teachers and approved by the Board of Directors.

In June of 2023, Mr. Ron Credio, the Facility Administrator of FWCRF, presented Ms. Savanaha Te'o from the Florence School District with a check in the amount of \$8,000. Congratulations to this year's senior class of 2023.



Each year, the Central Arizona Correctional and Rehabilitation Facility (CACRF) receives a list of students who have been approved by the Board of Directors of the Florence Unified School District to receive scholarships from the facility.

In June of 2023, Facility Administrator Coday presented Ms. Savanaha Te'o from the Florence Unified School District a check in the amount of \$13,000 to support student scholarships. Congratulations to this year's Senior Class of 2023!

Golden State Annex Staff Attend

NATIONAL DAY OF PRAYER



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



In May 2023, The National Day of Prayer Program was hosted by the McFarland Greater Chamber of Commerce and held at the Veteran's Hall in the City of McFarland, California. The event was structured to allow leaders from the community and pastors from various churches to present prayers for multiple topics such

as family, church, business and workplace, education, military, government, and arts, media and entertainment.

The National Day of Prayer is an annual day of observance designated by the United States Congress and held on the first Thursday of May, when people are asked "to turn to God in prayer and meditation." The president is required by law to sign a proclamation each year, encouraging all Americans to pray on this day.

Mr. Bertrand Shotwell and Mr. Dan Meyer from Golden State Annex attended the event. The event was also attended by McFarland Police Chief, Brian Knox and other leaders from the community. The event included breakfast and mementos that highlighted the event.



McFarland Fireworks show

Written By **Stephanie Malloy, Central Valley Annex and Golden State Annex**

This year both Central Valley Annex and Golden State Annex made donations totaling \$4,000 to the McFarland Festival Committee for this year's Independence Fireworks show. The fireworks show has been a staple in the McFarland community for well over 20 years. The GEO Group is one of the primary contributors to this time-honored tradition. The Independence Day Firework show is visible in both McFarland and neighboring city Delano, thus staff of both facilities living nearby are able to enjoy the show.

Robert A. Deyton Quarterly Community Relations Board Meeting

Written By **Myra Richardson and Brick Tripp, Robert A. Deyton Detention Facility**

The Robert A. Deyton Detention Facility (RADDF) Community Relations Board Meetings are an opportunity for facility staff and community officials to discuss RADDF projects and local events. The second quarter meeting provided the opportunity for the new Facility Administrator, Brick Tripp, to meet the Board members and communicate the desire to re-establish the pre-COVID partnership the facility and community once enjoyed. The Board meeting, held in June of 2023, specifically discussed the RADDF's commitment to rebuild the structure of the Board and increase community involvement and event sponsorships.



Aurora Life Savers

Written By **April Long,**
Aurora ICE Processing Center

The Aurora ICE Processing Center (AIPC) proudly honored two of our Resident Advisors, DiCarlo Garrett and Guadalupe Bautista, who recently showed outstanding response to a lifesaving event. Resident Advisor (RA) DiCarlo Garrett was assigned to a general population housing unit and RA Guadalupe Bautista was in the unit to provide resident escorts to medical. As RA Bautista was at the door, she observed through a window a resident who appeared to be in distress. The resident, who does not speak English, yelled "La Comida" to Bautista as he grabbed his throat and seemed to be having difficulty breathing.

RA Bautista alerted RA Garrett, who quickly responded to the incident and called a medical emergency via his hand-held radio. Before medical arrived on the scene, Garrett and Bautista assisted the resident to the dayroom. RA Garrett noticed that the resident was gasping for air and without hesitation began to administer abdominal thrusts, thereby successfully dislodging the food the resident was eating, clearing his airway. The resident was then taken to medical, where he was examined and released back to the housing area with no further health issues.



Resident Advisor Garrett is from Wilmington, Delaware. He proudly served our country in the United States Army with over 21 years of distinguished service, retiring in 1997 as an E7 Sergeant First Class, non-commissioned officer. It was in the military where RA Garrett developed a passion for saving lives, serving as a combat life saver and CPR instructor for over 25 years. RA Garrett has been employed at the Aurora ICE Processing Center for five years. He remains humble, consistent, and professional with co-workers and residents. He is a positive role model to all he encounters.

Resident Advisor Bautista is from South Gate, California. She worked Airport Security for five years prior to working for GEO, where coincidentally, she and RA Garrett worked together, with him as her trainer. RA Bautista has been employed with The GEO Group at the Aurora ICE Processing Center for three years. Her advice is, "Take every situation seriously as it could result in life or death."

Central Valley Annex Donates to Local Animal Shelter

Written By **Stephanie Malloy,**
Central Valley Annex



In June of 2023, staff from the Central Valley Annex (CVA) dropped off items to the local McFarland Animal Shelter. The facility's employee welfare and community involvement committee collected well over 100 pounds of dog food, nearly 100 blankets, and various other supplies to donate to the shelter. CVA staff had previously collected food and supplies for the McFarland Animal Shelter back in December of 2022.

This local shelter is home to over 20 dogs and operates primarily off the donations from not only CVA, but the McFarland community as a whole. Ms. Erin Rodriguez, Mailroom Clerk, who serves on the facility committee and who is the point of contact for the shelter stated, "The shelter staff were truly grateful for all the donations given thus far. The shelter even shared details about each of the dogs to encourage adoption." The facility will continue with donation efforts for this local shelter throughout the year.

Kingman Correctional and Rehabilitation Facility Partners With Young Marines to Develop Future Leaders

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



The Young Marines is a nationwide organization started in 1959 and open to youth from ages eight to completion of high school. The Kingman Young Marines chapter opened in 2015 and today has an enrollment of 18 youth, ages eight to 16.

Young Marines strengthen the lives of America's youth by teaching the importance of academic achievement, self-confidence, good citizenship, community service, and living a healthy, drug-free lifestyle. The organization also stresses learning United States history, the role of the military in obtaining and continuing our nation's freedoms and honoring our country's veterans.

Adult leaders of Young Marines are a key component of the program's success. The

Kingman Young Marines enjoy a dedicated group of eight adult leaders, some of whom work for GEO at the Kingman Correctional and Rehabilitation Facility. Leaders are screened and approved by the Young Marines national headquarters.

As with other Young Marines chapters, the Kingman youth graduate from a basic orientation program and are then given the opportunity to learn new skills, earn military rank, wear the Young Marines uniform, and work toward earning ribbon awards. Ribbons are awarded for special achievements in leadership, community service, academic excellence, first aid, and drug education.

Since the Kingman Young Marines were established, the organization has contributed each year to various community

service projects, including City Park clean ups, conservation trail maintenance, and Toys for Tots. Each year, the Young Marines also participate in the annual Kingman Veterans' Day Parade.

Due to the generosity of The GEO Group Foundation, this year, three of the Kingman Young Marines will be able to make a trip in December to Pearl Harbor, Hawaii to participate in remembrance ceremonies and a parade. During the visit, the Young Marines will stay on a military base and participate in a beach clean-up.

We anticipate that someday, as the Kingman Young Marines progress into adult citizens, one or more of the Young Marines will work for GEO and perhaps emerge as a future leader in the company!





Riverbend Correctional and Rehabilitation Facility Class of 2023 Commencement Ceremony

Written By **Angela Reaves, Riverbend Correctional and Rehabilitation Facility**

Recently, more than 54 students from Riverbend Correctional and Rehabilitation Facility (RCRF) were honored for earning their High School Equivalency Diploma, Vocational Certification, and Associate of Arts or Bachelor of Arts Degree. This was such an amazing accomplishment and RCRF was excited to celebrate the achievements of these students.

Students, their family, staff, and community partners were all in attendance at Riverbend Correctional and Rehabilitation Facility's first Commencement Ceremony of 2023. This ceremony was like no other ever held at Riverbend. The facility not only honored students who earned their High School Equivalency Diploma, but also those earning a Technical Certification in Warehouse and Distribution from Central Georgia Technical College. Students who earned their

Certification in Warehouse and Distribution also became Certified Forklift Operators. Academic excellence was not an act but a habit for the graduates who also earned their Associate of Arts in General Studies or Bachelor of Arts in Communication Studies from Ashland University. Students earning their Bachelor of Arts in Communication Studies did so by maintaining a 3.6 GPA or higher earning the recognition of Summa Cum Laude and Cum Laude.

The students' excitement, as well as their family's joy could not be denied or contained as thunderous applause and beaming smiles filled the room. Over 44 family members from around the state came out to see their loved ones being honored. The support provided from community partners, family members, and RCRF staff made this a special day.



Pictured Left to Right: 1st Row: Assistant Facility Administrator, Continuum of Care Vanessa-Butts Hawkins, Furman Mims, Leslie Wheeler, Tommy Drawdy, and Ashland Administrator, James Harris
2nd Row: Sabree Shakir, Lavar Ferrell, Frederick Sellers, and Steven Bailey



Pictured Left to Right: 1st Row: Octavious Rivera, Allen Quinn, Preston Stover, Clayton Gooch, Perez Silvestre, Christopher Reed, Tyriq Hawkins
2nd Row: Andrew Smith, Devonte Miller, Dorien McElhane, Robert Lo, Rufus Hamilton, Charles Davis, Darien Stiles
3rd Row: Frank Cooper, Eugene Cooper, Dylan Reed, Jansen Jones, Abdul Shareef, Johnny Hobbs, and Deon Vanzye

JUNEE CORRECTIONAL CENTRE

Launches Backpack Project to Help Vulnerable Men

As Published in **The Daily Advertiser, Taylor Dodge, July 13, 2023**

A Riverina correctional centre has taken it upon itself to help give men a fair shot at changing their lives upon being released back into the community. After watching man after man leave the Junee Correctional Centre on foot with nothing but a plastic bag, vocational services manager Donna Moulds knew a change was needed. The centre will provide more than 100 men with a bag full of essential items upon their release every year due to a new initiative which aims to help those former inmates who don't have family support. The first bag will be handed out on Wednesday, holding items such as a map, a first aid kit, food and water, a sleeping bag and a change of clothes.



"Junee Correctional Centre has always done things very well, for example, the chaplains here had arranged a change of clothes," Ms. Moulds said. "The idea came about because I continuously saw people walking out of here with a plastic bag. "Because I look after all education and employment across the centre, this is about dignity and ensuring the men are feeling as though they can transition back into the community without feeling the stigma."

Giving newly released inmates a promising start to the rest of their lives begins with easing them back into the community according to Ms. Moulds. "The whole purpose of our jobs is to reduce recidivism, so if we want to help them stay in the community, change their lives and make different choices, it has

to start with us. We have to enable them to do that," she said. "All these little steps are something that will make a positive contribution to their lives."

With support given to the centre by the community already through donations, Ms. Moulds is hoping to see the men transition back into a normal way of living easier. "The more the community understands about what we are doing, the more they will then welcome people back into the community because if we're not going to welcome people back into the community then we are setting them up for failure, not success," she said.

In a bid to determine what items could help the men find their way back to their hometowns, Ms. Moulds sat down with inmates nearing their release dates. "I went and sat down with four guys in our lower classifications area and asked them if they were to be released and have no family support, no one is picking them up and you have no job to go to, what things would help," she said.

"I had basic ideas about water and snacks, but some things I didn't even think of. They said a map would help, a raincoat for if it is raining, a change of clothes, a first aid kit, a notepad and pen and gum which helps with anxiety. When we talk about what should go in the backpack, there are specific things we've put in there that are going to assist them. We put in a sleeping bag which will help with those travelling long distances via train to get to their homes which might be all the way in Perth. There's a laminated sheet with contact numbers such as Service for NSW, Centrelink and Men's Shelters. They have a train timetable. The transition from here to wherever they are going is that little bit easier. They will also be able to put whatever they have in their belongings into the backpack and that will help to take the stigma away because otherwise they would get a plastic bag. Having a generic backpack, they feel more secure because their possessions are in one place."



Junee Indigenous Writing Program Featured on Television

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

The successful "Dreaming Inside: Voices from Junee Correctional Centre" writing program for First Nations inmates was featured on national television in Australia on Indigenous station NITV and on SBS World News.

In May 2023, an NITV film crew visited the Centre to develop a feature story on the long-running writing program for Aboriginal and Torres Strait Islander inmates, the Ngana Barangarai Project by Aboriginal Elder Aunty Barbara Nicholson.

Each year, Aunty Barbara facilitates a series of workshops where Indigenous inmates, supported by members of the Black Wallaby Writers from the South Coast Writers Centre, are encouraged to share their personal stories through narrative, poetry, and songs.

These stories are later published in an anthology of works, with Volume 12 currently in production. This year's workshops commenced with a reading to launch the 11th edition of the book, ahead of its official release at the Wollongong Art Gallery.

Interviews were conducted with Aunty Barbara, GEO staff, and some of the workshop participants to showcase the value of the program. The initiative is designed to help inmates understand their feelings, enhance their self-esteem, and improve their literacy skills, while offering an important avenue for them to connect with and promote their country and culture.

Kutama Sinthumule Correctional Centre's Annual Charity Golf Day

Written By **K. Odendaal, Kutama Sinthumule Correctional Centre**

The eighteenth Annual Charitable Golf Day of Kutama Sinthumule Correctional Centre took place in May of 2023, with a full field of seventy-two players representing 18 teams.

Over the years, the day has become a highlight on the social calendar of the local Golf Club, with players from Gauteng, Limpopo, and Mpumalanga competing.

The Centre's Director, Mr. Dumisani Nzimande, an avid golfer himself, welcomed the teams and businesses who participated and thanked them for their support. He emphasized that without the players and all who contributed, such a day would not be able to take place.

As is customary, players were welcomed during registration with goodie bags.

The team representing South African Custodial Management repeated their success of last year and won the competition with 103 points, closely followed by the team of Mapula with 98 points. All of the players received prizes and enjoyed a meal afterwards.

This year, the tables were decorated with South Africa's national flower, the King Protea, and indigenous foliage. The King Protea was named South Africa's national flower in 1976 and has been the proud emblem of many sports teams, clubs, and groups in the country. Interestingly, this plant is also endemic to Australia and South America.



The aim of the day was to raise funds in order to improve the standard of living for those in the Vhembe District. With the proceeds of last year's golf day, a playpark was erected at the Fulufhelo Special School in Thohoyandou.

This year's proceeds of R116,474.85 will be utilized to better the lives of those less fortunate in the area. We are thankful to the event organizers for coordinating another successful charity golf day and ultimately benefiting our local community.

Pictured Left to Right: Rudzani Mudau, Raymond Machumela, Amos Khumalo, George Mahluli (representative of the Soutpansberg Golf Club) and the Prison Director, Mr. Dumisani Nzimande.



Winners of the Annual Charity Golf Day 2023



GEO Healthcare Commences Service Delivery in Victoria, Australia

Written By **Kim Blinkhorn, GEO Healthcare Australia**

After a momentous six months, GEO Healthcare has now commenced delivering primary healthcare services in men's public prisons in Victoria, Australia after a successful transition from the incumbent provider.

In early 2023, the Department of Justice and Community Safety in Victoria awarded The GEO Group Australia a contract to provide primary health services in men's public prisons across the State of Victoria. As a result, GEO Healthcare was launched.

GEO Healthcare is now providing a full range of primary health and specialist health services at 13 sites, both regional and metropolitan, with a focus on some of the more vulnerable inmate cohorts. These include Aboriginal people, older people, and people with disabilities.

Another key component of the new service delivery is the provision of alcohol and other drug treatment services, which includes timely assessments and withdrawal programs, Medication Assisted Treatment of Opioid Dependency, harm reduction information, alcohol or other drugs (AOD) peer support and intervention programs.

Over the past six months, a dedicated transition team led by General Manager, David Grace has worked tirelessly to establish the GEO Healthcare Leadership Team, health services workforce, partnerships with key stakeholders, clinical governance systems, and a new Head Office in Melbourne.

GEO Healthcare staff are being provided with contemporary healthcare training, including post-release assessments and support to ensure continuity of healthcare for people on release to the community.

Services are being delivered in accordance with new health service specifications, which aim to provide contemporary, outcome-focused primary healthcare to people in prison. GEO Healthcare is underpinned by a robust clinical governance framework reflecting safe, high quality integrated services, providing continuity, sustainability, and value for money for the State of Victoria.

Importantly, GEO Healthcare will embed a rigorous outcome performance framework to measure achievements against key measures of quality and safety.

GEO Australia Managing Director, Pieter Bezuidenhout will chair GEO Healthcare Board Meetings and Director, Governance and Continuous Improvement, Kim Blinkhorn will chair the Peak Safety, Quality, and Performance Committee.

GEO Continuum of Care Partnership with Certell Inc. and Huntington Junior College

Written By **Kris Bertelsen Ph.D., Vice President of Programs, Certell Inc.**

As Vice President of Programs for Certell, Inc., which includes Certell's robust prison outreach work and the Huntington Junior College (HJC) credit program, it could not be a more exciting time for corrections education. There are many practical reasons for our work and research supports it. Research shows us that a criminal record is one of the largest barriers to employment, post release (Pager, 2003). Spending time in prison can limit a person's opportunities for work and education (Rampey, 2016). Further, Bonta and Andrews (2017) underscored that persons lacking gainful employment are more likely to return to prison. These data, of course, are important, but the Certell/HJC partnership with The GEO Group has even greater depth and breadth. Certell/HJC programming provides students the opportunities to grow academically and personally. One goal is to enhance quality of life by encouragement of intellectual curiosity through discussion and engagement with materials and classmates.

At South Bay Correctional and Rehabilitation Facility last fall, 20 graduates from Certell's Civics Education Program (CEP) were enrolled as college students placing them on the path to earning an associate's degree in business management at HJC. Since that time, they have completed courses in current events, ethics, American government, and American history. They will complete a course in personal growth and finance by December 2023 giving them 20 quarterly credit hours toward their degree. With the recent implementation of the FAFSA Simplification Act, incarcerated students will again be able to access Pell Grant funds for coursework. Certell/HJC is working to make GEO's Group South Bay Correctional and Rehabilitation Facility pilot program into a Prison Education Program (PEP)

Jim Flanagan, CEP Director and Adjunct Professor at HJC, is excited about this college degree program at South Bay where he taught the ethics course this past spring. He notes, "Whether they are behind bars or when they rejoin our communities, our students are engaging these great ideas from the past and are realizing the value of being active and informed participants in civic life." Thanks to the generosity of The GEO Foundation, Certell/Huntington Junior College received a donation of \$25,000 to continue their educational efforts.

It's a process of education these college students discover and learn about through impactful ideas like those found in Alexis de Tocqueville's Democracy in America. They are reminded about the impetus for Tocqueville's journey from France to the United States in 1831 which was to study the prison system. A scholar of such prominence understood the connection between prisons and our communities with education forming the pathway to success for those returning to society. These students at South Bay and their devotion to their academic formation illustrate why robust educational programming enhances correctional rehabilitation. They also validate the words of Victor Hugo who said it best: "He who opens a school door, closes a prison."

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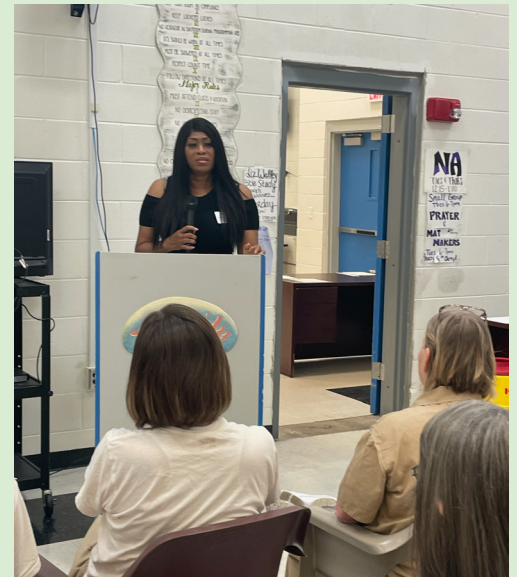
Chicago Day Reporting Center West Fulton's 'Superbowl' Event

Written By **Cedric Harris,**
Chicago Day Reporting Center West Fulton

In May 2023, GEO's Chicago Day Reporting Center West Fulton team was ready to execute Project "Superbowl." This 2023 sports mega event was the theme for Chicago Day Reporting Center West Fulton annual resource fair. Each staff member of Chicago West Fulton was assigned a position to play in order to ensure a "win" (to make the annual resource fair a success). This year's fair provided participants and members of the community with access to essential services such as fresh food, healthcare, employment opportunities, Department of Motor Vehicle services, and haircuts.

This year's fair brought together a diverse group of 20+ organizations such as the Illinois Secretary of State, St. Leonard's Ministries, Blue Cross Blue Shield of Illinois, The Circuit Clerk of Cook County and The Cook County State Attorney's Office, and the famed "Sam the Barber." Illinois Department of Corrections personnel came out in full force with over 50+ Parole Agents, Deputy Chiefs, and Commanders in attendance to help ensure the event went smoothly and provided direction to those in attendance seeking support. Chief of Parole, Dr. Jason Garnett, Michael Gaines with the Illinois Department of Public Health, and Toyia Simms with the Illinois Department of Corrections, were instrumental in the planning and support of this event from beginning to end.

All were present to receive community service awards from the GEO West Fulton DRC Team. There were also 15 GEO West Fulton Graduates who received their certificates of successful completion of the program. Two special guest speakers, U.S. Congressman Danny K. Davis and Iris Y. Martinez with the Office of the Circuit Court Clerk, spoke to our graduates and community members in attendance. Their messages provided hope and support for a brighter future. The success of the event triggered immediate discussions and plans to convene a future employment fair at the GEO West Fulton DRC in the near future.



Alabama Therapeutic Education Facility Special Guest Speaker: Perrion Roberts

Written By **Portsha Jones,**
Alabama Therapeutic Education Facility

Perrion Roberts, BET's American Gangster Trap Queen visited Alabama Therapeutic Education Facility (ATEF) in May 2023. Ms. Roberts was a drug queen and was known for her involvement in criminal activities. She was sentenced to 21 years for drug related charges in 2004, but only served two years. She has changed her life and is now an advocate for social justice. Ms. Roberts shared her story with female residents and staff. She also wrote a book called *Criminal Thinking Reform*. It was created specifically to assist participants with living a crime-free lifestyle. This workbook is systematic and uses step-by-step treatment planning to create and improve self-image.



Chatham Reentry Center MRT Celebration

Written By **Janet Szydelko, Chatham Reentry Center**

At the Chatham Reentry Center in Chicago, Illinois, Ms. Shana Holloway facilitates two Moral Recognition Therapy (MRT) groups. She has a passion for the MRT curriculum and believes it helps reduce recidivism by changing thinking and behaviors.

Ms. Holloway uses our contingency management program to effectively engage these participants, as evidenced by the high attendance rate for her groups. The above picture is from a certificate celebration where Ms. Holloway acknowledged the inner strength that each participant has. They celebrated with coffee, donuts, and sweet rolls, which were enjoyed by everyone.

Pictured Left to Right, Back Row: Joaquin C., Jeff R., Thomas T., Vincent S., Matthew H., Tyler D., Michael J.

Middle Row: Thomas N., Ronald Evans, Travonte L., Adan V., Jackie M., Casey M.

Front Row: GEO Counselor Shana Holloway

Adhering to the Research

Written By **Amanda Lightfoote, Non-Residential Reentry**

Experts in the correctional treatment field have shared three ways to measure program effectiveness: recidivism, intermediate outcomes, and adherence to evidence-based practices (EBP). Generating recidivism reduction and positive intermediate outcomes requires adherence to EBP.

Therefore, as correctional treatment providers, we should monitor and evaluate our programs. This includes developing systems to ensure all services are delivered consistently and as designed.

Years ago, Program Performance Manager, Tracy Stevens developed a tool to review how well a program was following the eight guiding principles for effective interventions. The Non-Residential team was fortunate to work with Tracy to enhance that tool, which is now known as the EBP Fidelity Review Tool. At the beginning of 2023, Non-Residential Reentry implemented an EBP Fidelity Review team consisting of 18 team members who are highly knowledgeable in EBP and have demonstrated a strong ability to operationalize the research.

The tool consists of 12 domains: Assess Actuarial Risk/Needs, Enhance Intrinsic Motivation, Target Interventions, Skill Train with Directed Practice, Increase Positive Reinforcement, Engage Ongoing Support in Natural Communities, Measure Relevant

Processes and Practices, Provide Measurement Feedback, Evidence-Based Programming, Leadership, Treatment Team, and Participant Satisfaction. Each domain has 11 different criteria in which facilities are scored from 0-3. At the end of the review, the facility receives a score for each domain and an overall score ranking their adherence to EBP. Facilities can score Low Adherence, Moderate Adherence, Satisfactory Adherence, High Adherence, or Very High Adherence.

The team kicked off its first official review in Shreveport, LA in April 2023. By the end of June 2023, the team had conducted six reviews in Illinois, Louisiana, California, New Jersey, Pennsylvania, and Idaho.

The EBP Fidelity Review aims to ensure that we're following the research regarding what works to change behavior and reduce recidivism. We also want to identify strengths throughout the country and share these best practices with others. It's essential that we identify areas of improvement and work together to improve our ability to operationalize the research.

Through passion and commitment, we're working hard to operate the best possible programs! Kudos to the EBP Fidelity Review Team for their hard work on this fantastic initiative.

Becoming Trauma Responsive

Written By **Amanda Lightfoote, Non-Residential Reentry**

In June 2023, six GEO Care Non-Residential Team members participated in the 2023 Covington Curriculum conference held in Minneapolis, MN. Stephanie Covington is an internationally recognized clinician, author, organizational consultant, and lecturer. She is the Co-director of the Institute for Relational Development and the Center for Gender and Justice. The national conference provided the team with a way to strengthen their understanding and practice of gender-responsive and trauma-informed interventions.

The six staff in attendance at the conference included:

- Amanda Lightfoote, Director of Program Outcomes, Fidelity, and Innovation
- Danielle Gehrung, Program Manager of Shasta County, CA
- Tara Levin, Supervising Case Manager of Shasta County, CA

- Jennifer Fialho, Program Manager II – Merced County, CA
- Luke Lynch, Program Manager – Chicago Heights, IL
- Matthew Shoener, Lead Therapist, Luzerne County, PA

Over the two-and-a-half-day training conference, the group gained a more profound understanding of the impact and experiences of gender and the violence and trauma that invade people's lives. Growing evidence shows the effects of trauma on health, mental health, and behaviors. As treatment providers, we must equip ourselves with the knowledge, skills, and environments that will allow us to provide trauma-responsive care.

In addition to focusing on creating trauma-responsive care, the conference held six individual tracks to learn more about gender and trauma-specific curriculum that can be implemented within our programs. The team is looking forward to assisting operations with offering trauma-informed care.



Transition to Success on way to Freedom

Written By **Tammy Stout, The Grossman Center**



If you asked Mr. Michael McNamara, if he thought he would be sitting in his own apartment, driving his own truck, earning his own money without running from the law a year ago, he would say "NO WAY!" On October 12, 2022, Michael McNamara arrived at the Grossman Center to begin his reentry process. He had been in and out of prison since he was 18 years old. When he arrived at the facility, he had no desire to remain here. He had run from every facility he was sent to for 43 years. He was assigned to case manager Rodney Green and the first time he met Mr. Green, he told him "if you think I won't run off you are crazy as



hell." Rodney told him "we will get through this together. I will be by your side."

Rodney was hopeful he could get Mr. McNamara to see there was more to life than prison and he was going to give it his best effort to help him. The first week Mike was here he was approved for his first pass to spend time with an aunt who had been his rock his whole life. He missed the bus going back to the bus depot and became very overwhelmed and did not know what to do. He called his aunt and told her he missed the bus and there was no way he was going make it back to the Center. She advised him not to run, to call the facility and let them know what had happened. He contacted his case manager and informed Rodney that he missed the bus and he was just not going to make it back to the center. Mr. Green gave him precise directions to get back to the bus depot where he was dropped off and told him that the Center van would pick him up.

While he was young, Mike's mom passed away, and his dad was an alcoholic. He was raised by his grandmother for many years until she passed away. Then he moved in with his aunt Debbie who cared for him. Mr. McNamara was hanging out

with the wrong crowds and was arrested for burglary by the time he was 16 years old. He was already drinking heavily and started using drugs, becoming addicted to cocaine. He soon gave up drinking after seeing how it destroyed his dad. In 1981, when Michael was 18 years old, he was sent to a prison in Arkansas for using drugs. In 1993, he was sent to a halfway house and made it one day until someone smacked him, and he was sent back to prison. In 1997, he went back to a halfway house where he ran off and was on the run for 57 days before he was caught.

Mike never completed a program while in the halfway house, and they would always send him back to prison. He would complete his time and get released and never report to his probation officer as ordered. When asked why not, he said, "he was afraid of authority." In his mind, even though he had done nothing wrong, he knew they would lock him up, so he just did not report.

Mike was in his mid-fifties when a friend offered him heroin, and he overdosed. He was taken by ambulance to the hospital where they were able to revive him. When he woke up, his aunt and brother were next to him,

and from that moment on, he gave up the addiction. He was sent back to prison until 2022 then released to the Grossman Center.

In 2022, at 61 years old, Michael was back out of prison and at the halfway house after numerous attempts of having freedom. He had a case manager who cared and was trying to help him succeed. The facility staff were eager to help him, and he was ready to accept the challenge of changing his life. He no longer wanted to be locked up.

Mike has several health issues and should be on disability, but that was not an option for him. He wanted to work. After four or five months, he kept seeing all the guys getting jobs and decided he was going to get a job. He went across the street to a local company that assembles products, but he could not fill out the application, so they would not hire him. This stuck in his head that guys were getting jobs that were the same as him, and he wanted a job and considered himself a hard worker. After talking to the job placement specialist at The Grossman Center, Angela Smith, he was sent to the local workforce center that works with residents to start out with temporary jobs that could lead to permanent employment. The coordinator at the workforce center made some calls, had him interviewed, and then hired on the spot.

Mike worked for a few weeks, and then, they hired him as a full-time employee. While working, he set aside most of his money so he could get his driver's license, which he had never had until now. Michael was so proud that he passed his test, and he bought a truck.



Sitting and conversing with other residents at the facility they shared with him about a great workplace that paid more money. Mike knew that this could help him to save for an apartment. Mike applied at the metal company and was brought in for an interview. They were so impressed with him they hired him as a punch press operator.

Everything was starting to fall into place for our successful resident who had served 43 years in and out of prison, didn't have much experience, no driver's license, and had never had a job. Next he needed to find a place to live. He was directed to an apartment complex that had available housing, so he put a deposit down on a room. When approved, his case manager put him in for home detention.

A week later, he was ready to move into his own place, but he was hesitant. "Maybe I should just stay here," he told Mr. Green, who confidently told him he would be fine and if he needed anything or had questions to just call him. This put Mike's mind at ease, and he packed his things to go home. When asked what would be the first thing that he cooked in his new home, he answered, "a steak."

Mike grew up with a brother who is the total opposite of him with no tattoos, no criminal record, and no experience with drugs. He had a dad who drank so much it disgusted him. He has no children and has never been married. He has an aunt who has been there every step of the way. He is very grateful for her, and he has even paid her back all the money he owed her for helping him all these years.

Mr. McNamara has only positive things to say about his case manager, Rodney and says that he would have never made it this far without him or his support. "Mike says, "residents should feel lucky to be here because people care, and if they want to make something of themselves the chance is here to do it." He has been in no trouble since he came to The Grossman Center, and his goal for the future is to be able to buy his own home.

Go Team Therapy Dogs Visit Community Alternatives of El Paso

Written By **Sharon Ross,**
Community Alternatives of El Paso

The Go Team Therapy Dogs recently made their first visit to Community Alternatives of El Paso (CAE). Residents were encouraged to step outside, enjoy the sunshine, and spend time with the dogs, Oliver, Charlie, and Spartacus. It's hard to say who had the biggest smiles, the residents or the dogs.

Therapy dogs provide a comfortable approach to interacting for persons that are struggling to socialize. Spending time with a therapy dog has been shown to reduce the feelings of isolation and stress.

CAE is looking forward to the monthly visits from the Go Team Therapy Dogs and increasing resident participation.

Thank you to Case Manager Katelyn Muirheid for reaching out to Go Team Therapy dogs and asking the Go TEAM to be a part of the Programs Community.



Pictured Left to Right: Brian Jochum and Oliver, the Yellow Lab; Amanda Humphrey and Charlie, the Golden Retriever.

Open House Explains Lycoming County Reentry Services

Published in **Williamsport Sun-Gazette, Seth Nolan,**
September 07, 2023



GEO Reentry Services opened its doors Thursday to provide a glimpse at the expansive programs that give people convicted of crimes the tools they need to be successful upon release.

The open house was meant to inform about the comprehensive efforts to reduce recidivism and fight the stigma attached to reentry.

"There are many that may be unfamiliar with what we do," Nicole English, program manager, said. "We want the general public to be aware of the resources that we provide for people on parole and probation, but also for the community."

GEO is a nationwide organization that has six facilities in Pennsylvania. Lycoming County partnered with GEO in 2014.

"We're here to provide resources for people on probation or parole," English said.

Most participants that are in a program at GEO get referral by the courts. A program could be an average of six to nine months to complete and each

participant does regular check-ins and progresses through until graduation.

Elizabeth Harvey is a graduate from the program and is now an assistant case manager. "We give them what they need to be successful," Harvey said. "That can often include drug and alcohol counseling, GED or college resources. We want to get them motivated to change."

Harvey said the services they offer are wide-ranging and can include things like anger management, employment connections, and trauma therapy.

Lycoming County's GEO facility averages about 80 participants at any given time, but they will be expanding their services with a juvenile program.

"There's a big lack of detention centers for juveniles in this situation," Nick Henning, reentry coordinator, said.

As a reentry coordinator, Henning prepares inmates for release by getting them started in the reentry process they will continue once in the program. He said that helping many of these juveniles while they are young will greatly reduce recidivism rates.

At the event Thursday, each employee at the facility was available to discuss what they do, what their mission is, and was eager to walk anyone through the process of a program.

"We just wanted people to see what we're doing here," English said. "We are working everyday for a good outcome for these individuals."

Alabama Therapeutic Education Facility's Second Chance Ribbon Cutting

Written By **Angela Geisinger, Alabama Therapeutic Education Facility**

In July 2023, The GEO Group introduced the Alabama Therapeutic Education Facility (ATEF) as a Second Chance Center. At the celebration and ribbon cutting were community members, Alabama Department of Corrections leadership, J.F. Ingram State College leadership, as well as faculty and staff.

Programs and services currently offered at ATEF include cognitive behavioral therapy, substance use disorder programming, educational services, life skills, relapse prevention, cultural diversity programs, family services programs, workforce development activities, work release services, community volunteer service, faith-based services, and alumni and aftercare programs.

GEO recognized J.F. Ingram State College as The Second Chance Partner of the Year for GEO Reentry Services. The college serves 17 correctional institutions and is the sole career and technical education provider for the State of Alabama. Derrick Schofield, EVP presented the award to Annette Funderburk, President of J.F. Ingram State College. President Funderburk along with leadership provided a tour of the campus located within ATEF. The group also

toured ATEF's female and male second chance programming. Two residents were awarded Game Changer Awards.

Shawn Cox, an ATEF resident and Game Changer Award Recipient, said, "GEO gives us hope for a better future. We have the tools that are needed to be productive, and we feel restored and empowered. I get to use the tools and the resources to help others. I gained HVAC trade and basic office skills. This will give me an opportunity to have a stable income to support my family once I am released. Thanks, so much GEO for giving me the opportunity to become a Game Changer."

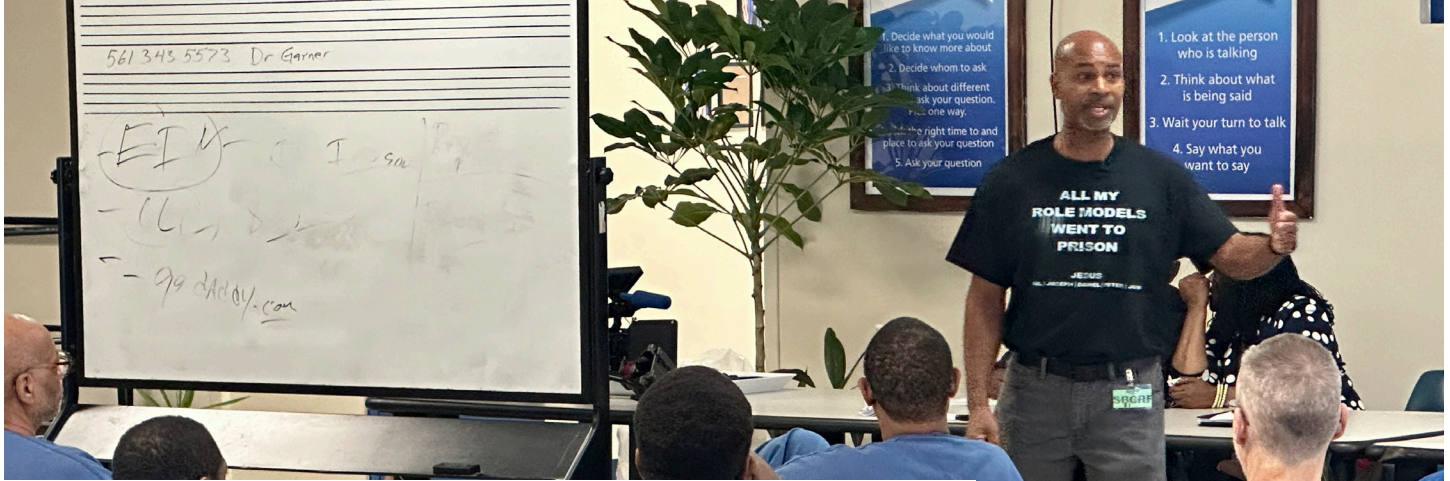
Joseph Maness, another ATEF resident and Game Changer Award Recipient, said that "all of this motivates me to become a Counselor when I am released, so that I can pour into others. Second Chance means Redemption. I am not who they say I was, and I want to prove to my family that I can be successful. I will never grow weary of doing good."

At the ribbon cutting, Angela Geisinger, Sr. Director of Programs announced GEO's new partnership with Honest Jobs and the impact it has on, the delivery



of re-entry services. The Second Chance center will provide each participant with employment assistance pre- and post-release. GEO Second Chance centers like ATEF focus on the following transition categories:

- High School Equivalency preparation and testing coupled with Academic coaching and college placement
- Substance Use Disorder Treatment and introduction to Alumni Groups and Sponsors
- Cognitive Behavioral Treatment-Individual and Group sessions
- Pro-Social Services and Soft Skills Development
- Employment Services
- Transitional Support



Reentry Empowerment at South Bay Correctional and Rehabilitation Facility

Written By **Kenneth C. Garner, JD and Oswald Newbold,**
South Bay Correctional and Rehabilitation Facility

GEO had the privilege of hosting a reentry empowerment segment at its South Bay Correctional and Rehabilitation Facility. GEO was one of the hundred facilities on the tour led by Kardell Sims, the founder of "On the Inside" Reentry Academy. Kardell is a Virtual Vocational Rehabilitation Group Facilitator at GEO's Kingman Correctional and Rehabilitation Facility, as well as a motivational speaker from Sedalia, Missouri. Despite facing challenges in his own life, Kardell transformed his mindset through reading and education, leaving behind a life of crime and dedicating himself to personal growth. He is now a successful advocate for reentry opportunities for justice involved individuals across the country, and his story inspired our South Bay participants.

We were also joined by Aaron Smith, a justice-involved college graduate from Chicago, Illinois, who hosts the podcast "Escaping the Odds." Escaping the Odds focuses on justice-involved individuals who are now successful entrepreneurs. Aaron was once incarcerated, and today, Aaron owns a freight line, providing transitional housing for justice involved individuals, and produces a podcast viewed nationwide. He generously offered to document the entire 100-facility journey, which will be featured on his podcast show after the tour concludes.

Additionally, South Bay participants had the privilege of hearing from one of GEO's own alumni, Oswald Newbold, who was recently awarded an Ephesus Community Impact Award

for Outstanding Community Impact. Oswald served two and a half decades for violent offenses before walking into his destiny with purpose. Since becoming a returned citizen, he has made significant strides in life working as a Reentry Case Manager for the City of Riviera Beach, becoming a business owner, and creating a non-profit organization.

These three remarkable individuals, who defied the odds stacked against them, shared their experiences and wisdom with our South Bay participants.

GEO's Continuum of Care® program regularly brings in guest speakers to empower and inspire its participants, providing hope for a life beyond the confines of prison. Through a range of programs and services, participants are equipped with the necessary tools for successful reintegration. Visits, testimonies, and workshops by former inmates enhance the existing program, allowing participants to relate to individuals who have traveled similar paths. In this particular event, 130 participants from South Bay's population, who were within 18 months of release, attended the session. The audience eagerly absorbed the insights shared by each speaker, covering topics such as family, fatherhood, employment, healthy lifestyles, finance, relationships, and entrepreneurship for justice-involved individuals. The participants were enlightened by the possibilities for their future and engaged in a Q and A session with the speakers before the event concluded.

Delaney Hall Employee Wellness and Motivation Initiatives

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

Over the last several months, Delaney Hall administration has been implementing initiatives to enhance employee wellness and motivation. As per Director Luis Soto, “in the spirit of employee wellness, I have encouraged and even dared our staff to join us every week on a ‘Walk for Health’ outside of our facility in hopes of promoting a lifestyle of self-care.”

Director Soto appointed Unit Manager, Yvette Giammona and Shift Commander, Doreen Russell as ‘captains’ for this weekly event. The captains email out ‘Walk for Health’ reminders and are charged with touring the facility to encourage staff members to participate. Every Thursday at 2:30PM, all interested Delaney Hall staff members gather in the Front Perimeter. Participants are offered bottles of water and healthy snacks, and are then encouraged to walk multiple laps around the Essex County Correctional Facility parking lot. Staff members who participate seem to enjoy this new tradition; it is viewed as an opportunity to get a change of scenery, some of that fresh Newark air, a bit of a cardio workout, and the chance to have fun and socialize with colleagues.

The Delaney Hall administration also recognizes that coping with grief, coupled with managing

everyday stressors in the workplace, can be overwhelming at times. When approached by Case Manager Rosemary Mensah-Dubose regarding the possibility of creating a relaxation room in the facility “in light of numerous staff members losing their loved ones over the past year and not having any place for outlet,” Director Soto gave the green light.

Accordingly, Case Manager Mensah-Dubose, with Assistant Facility Director of Programs, Kristin SanFilippo, have begun planning for the transformation of a vacant office into that relaxation room, where Mensah-Dubose hopes “staff can go to relax, take a deep breath, and meditate in order to improve mental health.” Comfortable furniture, tranquil fountains and lights, and relaxing lavender floral arrangements have been selected to adorn the room. As the room comes together, we will add an area rug and décor for the walls. The Delaney Hall maintenance department has begun their work on the room, sheet-rocking, spackling, painting, re-trimming, and buffing the floors. We look forward to the completion of the room this summer, and we will share photos of the space in a future article.

Finally, we never want to miss an occasion to celebrate our employees and their dedication to the mission of helping change lives. Beginning this year, Delaney Hall re-initiated the Employee of the Month award. Staff members ultimately voted in as Employees of the Month are honored with a certificate, a parking spot for the following month, a SPOT bonus

and a nameplate on the Delaney Hall Employee of the Month plaque. Thus far, Delaney Hall employees Shante McLoyd, Andy Herrera, Aurea Ruiz, Anthony Gray, and Tyreek Martin have been named Employees of the Month for 2023, and we look forward to recognizing seven additional employees as the year progresses.

In May of 2023, Delaney Hall administration honored all employees in celebration of National Correctional Workers Week. Lunches consisting of chicken, rice, vegetables, and fries were provided to each staff member, along with treat bags filled with a variety of snacks. The Delaney Hall medical staff was also recognized during the same timeframe with a luncheon in celebration of Nurses Week. Shortly after these festivities, Delaney Hall honored Nurse Katherine Caldwell, who was nominated for The GEO Group’s ‘Nurse of the Year’ for the facility. She was surprised with a luncheon, cake, and a spread of beautiful gifts during a celebration she shared in with colleagues old and new.



Pictured Right to Left: Aurea Ruiz, Joseph Sorbino, Cindy Tillman, Rosemary Mensah-Dubose, Andy Herrera, Bridgette Franks, Tawanda Griffin, Monique Baldwin, Yvette Giammona, Luis Soto

Shasta Day Reporting Center Celebrates a Decade of Service

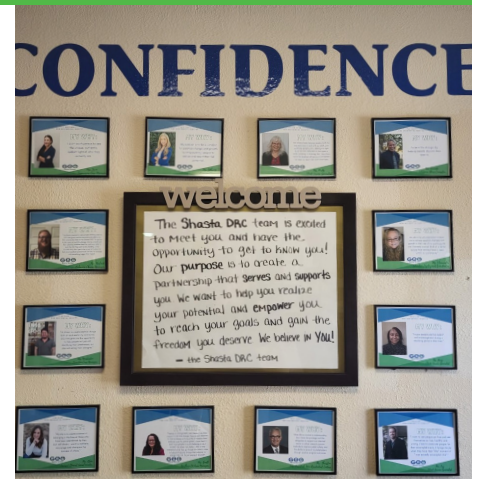
Written By **Danielle Gehrung, Shasta Day Reporting Center (DRC)**

In April of 2023, the Shasta Day Reporting Center (DRC), celebrated an exciting milestone, a decade of service in the Shasta County community. To celebrate, the Shasta Day Reporting Center hosted an Open House. Local officials, the Board of Supervisors, Probation and Center staff, community partners, community members, local news media, program participants, and alumni were in attendance.

To showcase the program, detailed stations were set up throughout the facility to highlight the various services including staff development and training, program curriculums and interventions, outcome measures, information on GEO Reentry Services, and much more. Current program participants and program alumni facilitated tours alongside DRC staff, giving attendees the opportunity to hear first-hand the impacts of the services offered.

As a cherry on top of an already exciting milestone, the community really showed their support and appreciation for the work we do here. The Shasta DRC Open House celebration was a top story on the five o'clock news that evening along with an online news article. Our customer highlighted us on their social media channels, as well as a radio segment.

The County of Shasta even highlighted us on their website and stated, "The Shasta County Day Reporting Center has been a valuable resource for the community and has helped countless individuals successfully transition back into society. By providing support and resources to those who need it most, the program is making a positive impact on the lives of participants and the community as a whole." Lastly, we were honored to receive a Certificate of Recognition by the Shasta Lake City Council.



We are so proud of the truly dedicated team members who serve here in Shasta County. We would like team Shasta to know that it is an honor to work alongside each of you and have our community stand behind us in support of the work we get to do together! Congratulations on a decade of Changing Behavior, Changing Lives!





Warren Jackson
Returned Citizen
GEO Post-Release Case Manager

Post-Release Spotlight: Warren Jackson & David Fuentes

Written By **Warren Jackson, Post-Release Services**

My name is Warren Jackson, and I am a Post-Release Case Manager for The GEO Group. In this role, I have served hundreds of participants. The participant who has impacted me the most is David Fuentes. David was released from Florence West Correctional and Rehabilitation Facility in Arizona in November of 2022. He has demonstrated that he is very serious about his reentry and has genuinely impressed me with his patience and understanding. David is currently taking care of his son who has down syndrome while his wife goes to work.

Every conversation that I have with him is always positive, despite the challenges he faces. David always speaks about how his faith helps him to deal with anything that he faces in life. He has expressed how grateful he is for the assistance that he has received through the GEO Continuum of Care®.

He has stated that without GEO, he would not be in the place that he is now. For David, being part of the GEO Continuum of Care® Post-Release program has reduced the stress of the unknown and has helped him cope when times get tough.

I always reiterate to Mr. Fuentes that my job is to provide him with support to make his transition back into his community and into the lives of his family members as smooth as possible.



Pictured: David Fuentes and his family

Annual Second Chance Cook-Out

Written By **Mikenzie Lord, Philadelphia Erie Outpatient**



In April 2023, Philadelphia Erie Outpatient hosted its second Annual Second Chance Cook-Out. The Second Chance Cook-Out is set in place to commend and celebrate individuals who have remained resilient throughout their reentry into the community. Each staff member brought their best dish to provide various foods for all. Participants were encouraged to bring family members, partners, or supportive persons to join them in celebrating their progress. Aside from great food, the cook-out included music, games, dancing, and lots of laughter. Philadelphia Erie Outpatient continuously aims to find more ways to acknowledge participants' resilience and achievements, as they deserve to be recognized each and every month!

Pictured Left to Right: Lester DeLoatch, Deborah Lee, Annette Garcia, Courey Tinsley, Chyna Austin, Karen Lee, Antonio Williams, Toni Highsmith, Eric Samuels, Omar Rivera, Nicole Fortuna, Amelia Hammock, Jonathan Hammock, Mikenzie Lord, and Kenyatta Gullede

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