

GEO World[®]

2ND QUARTER 2019

A GEO Publication for Employees and their Families.

Ravenhall Correctional Centre, Australia



Graceville Correctional and Rehabilitation Facility, Florida



Riverbend Correctional Facility, Georgia



Rivers Correctional Institution, Federal Bureau of Prisons (NC)



**GEO Continuum of Care
Expands to 18 GEO Facilities**



Chairman's Letter

George C. Zoley, Chairman, CEO and Founder

"All of these efforts underscore our commitment to corporate social responsibility and the belief that our cutting-edge rehabilitation initiatives will continue to set GEO apart as the 'Best in Class' service provider in our industry."

To the GEO Family,

As we begin the second quarter of 2019, we reflect on our operational milestones during the past year and our commitment to being a socially responsible company.

On an annual basis, our GEO Corrections & Detention business unit serves more than 300,000 individuals at our correctional and detention facilities across the country. Our GEO Care business unit provides services to approximately 700,000 participants through our diversified rehabilitation and community-based programs.

On a combined basis, our company serves approximately one million individuals annually. This is a unique responsibility, which we take very seriously. As result of the professionalism and dedication of our employees, we believe we have achieved operational excellence in all service lines, while also demonstrating a faithful commitment to important Environmental, Social and Governance criteria.

In the area of corporate governance, we are proud to have received national recognition for our commitment to diversity in the Board room. In 2018, GEO was recognized as a 'Winning Company'

by '2020 Women on Boards'; an organization that recognizes companies which have 20 percent or more of their Board seats held by women.

With respect to social matters, more than five years ago, our Board formalized our longstanding commitment to respecting human rights with the adoption of a Global Human Rights Policy. Since then, we have taken important steps to integrate this policy into our operations through a daily emphasis on operational excellence in all of our services.

With respect to environmental sustainability, GEO has always been committed to creating sustainable environments in the development of our facilities. Eight years ago, we built the first LEED Gold certified correctional facility in Florida, the Blackwater River Correctional and Rehabilitation Facility. Since that time, we have incorporated LEED certification standards or an international equivalent standard in our new facility developments and expansion projects.

Additionally, we are proud of the community and charitable involvement of our employees and facilities through our GEO Group Foundation, which made close to \$2 million in charitable donations in communities across the United States in 2018.

We recognize the unique role we must play in helping provide rehabilitation and post-release programs to those entrusted to our care. Our GEO Continuum of Care integrates enhanced in-custody rehabilitation with post-release support services. We are proud to have received the 'Innovation in Corrections' award from the American Correctional Association for the implementation of this industry-leading program in 2018, and we have now expanded the roll out of GEO Continuum of Care programs from 12 to 18 GEO facilities.

All of these efforts underscore our commitment to corporate social responsibility and the belief that our cutting-edge rehabilitation initiatives will continue to set GEO apart as the 'Best in Class' service provider in our industry.

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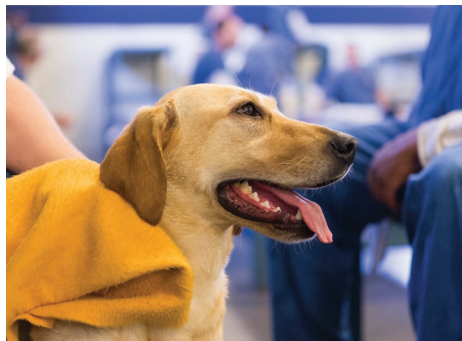
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GEO Continuum of Care Expands to 18 GEO Facilities

In January 2018, The GEO Group was proud to accept the "Innovation in Corrections" Award at the American Correctional Association Winter Conference in Orlando, Florida. GEO received this prestigious recognition based on the implementation of the GEO Continuum of Care program at the Graceville Correctional and Rehabilitation Facility in Florida, which began as a pilot program in 2015.

The development of this award-winning program began several years ago when our company undertook an assessment of customer objectives, organizational resources, and financial strengths, and reached the conclusion that we could do more for the people under our care.

The GEO Continuum of Care provides enhanced in-custody rehabilitation programs, including cognitive behavioral treatment, integrated with post-release support services to help released individuals meet basic community needs including housing, food, clothing, transportation, and job placement assistance.

What started as an innovative concept a few years back, has expanded rapidly to GEO facilities in the U.S. and internationally. In 2018, the number of fully implemented GEO Continuum of Care sites increased by 50 percent from 12 to 18 facilities.

Each facility that fully implements the GEO Continuum of Care is certified by the GEO Continuum of Care Quality Assurance Team. To become GEO Continuum of Care certified, each facility goes through a lengthy certification process that includes staff training for both correctional and programs staff, as well as integration of GEOtrack to accurately measure program and participant success.

During 2018, the 18 GEO Continuum of Care sites completed more than 6.7 million hours of enhanced rehabilitation programming. Our academic programs averaged 13,000 daily participants and awarded 2,779 GEDs or high school equivalency degrees. The average daily attendance for our vocational courses totaled more than 32,000 participants and awarded 9,131 vocational training certifications. Additionally, approximately 8,000 individuals attended substance abuse treatment daily with 8,842 participants achieving program completions.

The GEO Continuum of Care Research Division also collects both internal and publicly available data to track and evaluate programmatic outcomes related to reducing recidivism. When measured over two years, the GEO Continuum of Care saw a 16% reduction in recidivism at the Riverbend Correctional Facility in Georgia and a 15% reduction in recidivism at the Graceville Correctional and Rehabilitation Facility in Florida.

We are extremely proud of these achievements and the continued expansion of the GEO Continuum of Care, which is supported by a \$10 million annual investment in a dedicated corporate division, comprised of approximately 50 subject matter experts and case managers led by an Executive Vice President.

Our commitment to be the world's leader in the delivery of enhanced rehabilitation and post-release services is underpinned by our steadfast belief that we are at our best, when we help those in our care, reenter society as productive and employable citizens.



Ravenhall Correctional Centre, Australia



Graceville Correctional and Rehabilitation Facility, Florida



Riverbend Correctional Facility, Georgia



Rivers Correctional Institution, Federal Bureau of Prisons (NC)

GEO Continuum of Care Facilities

Florida Department of Management Services

Graceville Correctional and Rehabilitation Facility
 Blackwater River Correctional and Rehabilitation Facility
 South Bay Correctional and Rehabilitation Facility
 Bay Correctional and Rehabilitation Facility
 Moore Haven Correctional and Rehabilitation Facility

Georgia Department of Corrections

Riverbend Correctional Facility

California Department of Corrections and Rehabilitation

McFarland Female Community Reentry Facility
 Desert View Modified Community Correctional Facility
 Golden State Modified Community Correctional Facility
 Central Valley Modified Community Correctional Facility

Oklahoma Department of Corrections

Lawton Correctional Facility

Virginia Department of Corrections

Lawrenceville Correctional Facility

Indiana Department of Correction

Heritage Trail Correctional Facility

New Mexico Department of Corrections

Guadalupe County Correctional Facility

Arizona Department of Corrections

Arizona State Prison – Florence West

Federal Bureau of Prisons

Leidel Residential Reentry Center – Texas
 Rivers Correctional Institution – North Carolina

Australia – Corrections Victoria

Ravenhall Correctional Centre



Central Valley's Continuum of Care Reaches for the Stars!

Written By **David Davenport, Central Valley MCCF**

Star Party VI at Central Valley MCCF featured a number of different astronomy activities, all in relevance to the Continuum of Care. All forty-five students from the Academic Education Classes actively participated in the three-hour space science event on the evening of November 21, 2018.

The program included seven hands-on experiences with real astronomy equipment, such as a refracting telescope, astronomy binoculars, and field binoculars. Students learned how to adjust these instruments to their own vision and direct their field of view precisely to any desired object.

Students also learned how to use sky charts made for a specific time of night, in order to identify planets and the first-magnitude stars in the night sky. A set of special overlapping circular tools, called planispheres, were used by each student to learn how to see the positions of stars, throughout the calendar year, at any time of the night. An astronomy resource table, with dozens of astronomy books, charts and articles, was available as well.

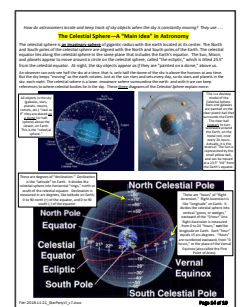
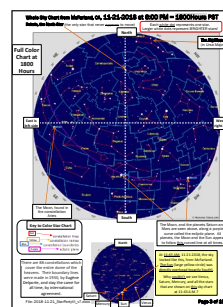
Many students found the demonstration of celestial navigation to be the most interesting of all! A marine sextant (sky protractor), nautical almanac and globe of the Earth were used to

demonstrate how a navigator employs the stars, planets, Sun and Moon to create overlapping "Earth circles" to determine one's exact latitude and longitude, anywhere on Earth.

This sixth space science event at Central Valley MCCF concluded with two PBS-Nova video programs about amateur astronomy and the rescue of the Hubble Space Telescope. Student participants left the event with the "detective tools" of astronomers and transformational ideas of their own!

Pictured: Left: Front row: Warden G. Morris and Education Manager S. Aguilar. Back row: Chief E. Perez and Lt. L. Spray

Right: Instructor Mr. Cantu with students



Pine Prairie ICE Processing Center Holiday Food Drive

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

Warden Indalecio Ramos and the entire staff at Pine Prairie ICE Processing Center are strongly committed to helping the community in any way possible. In 2018, 17.3 percent of households in Louisiana were food insecure, meaning that at some point during the year, they experienced difficulty providing enough food due to a lack of money or resources.

For this worthwhile cause, staff were able to collect many canned and non-perishable food items. With some of Santa's helpers, on November 20, 2018, packages were delivered to fifteen families in the community. This endeavor would not have been possible without the contributions from our good hearted, dedicated employees.



Pictured left to right: Top: Captain Christopher Trahan, Debra Fontenot, Monica Duplechain, Zandrea Johnson, Patrick Guidry **Left:** Dan Bailey, Dana Fontenot, Major Steven DeBellevue, Alan Dubroc, Shelby Miller, AW Alfonso Castillo, Ryan Gauthier, Captain Elwood Terry



Michelle Gallagher Scholarship Program

Written By **Sylvia Romero, ASP Florence West**

Over a span of five years, ASP Florence West, has donated a total of \$7,000 to the Michelle Gallagher Softball Tournament through The GEO Group Foundation.

Michelle, who passed away January 7, 2014, worked for the Pinal County Adult Detention Center for 18 years and her late father James "Jimmy" Gallagher worked for GEO for 7 years.

Michelle was a considerate and outgoing person. She cared about everyone, whether you knew her or not, and would talk to you as if she had known you for years.

When she wasn't working, Michelle spent her spare time coaching children in the community. She loved working with children.

All proceeds from the Michelle Gallagher Softball Tournament go towards youth sports and college scholarships. It is an honor to continue supporting the community and youth, both of whom Michelle loved dearly.

Pictured from left to right: Brenda Duran, Denise Long, Rick Mauldin, Tonya Childs

Arizona State Prison Florence West Helps Over 300 Families in the Community

Written By **Kimberly Ledesma, Arizona State Prison - Florence West**

On December 16, 2018, Arizona State Prison-Florence West participated in and donated to the Third Annual Food and Clothing Drive for Pinal County. This event was hosted by Reach USA Ministries and United Dance Crew of Coolidge, Arizona. ASP-Florence West has assisted the organization with donating clothing and canned foods for the past three years. This year, staff at the facility went above and beyond from the previous year with a record breaking number of donations. Staff donated 982 cans of food and 23 large bags of clothing. The successful event helped over 300 families in Pinal County. Reach USA Ministries and the United Dance Crew were very appreciative of all the donations from the facility.



Peer Education Health Training at Northeast New Mexico Detention Facility

Written By **Daniel Hutchison,
Northeast New Mexico Detention Facility**

At the Northeast New Mexico Detention Facility, "Prisoner Health is Community Health" and the New Mexico Peer Education Project (NMPEP), in collaboration with Project ECHO (Extension for Community Healthcare Outcomes), is here to change the way inmates with Hepatitis "C" view their health and engagement in high risk behaviors. The University of New Mexico collaborates with the project and sent four facilitators to the NENMDF to train and certify Peer Educators. Saul Herenandez and Daniel Rowan along with Carissa McGee and Berry Ore presented 40 hours of interactive educational programming with an emphasis on presentation skills to twelve inmates and four addiction services staff. The inmates are now certified to teach the ten-hour long health education class. The class covers common health conditions impacting prison populations.



Corporate Employees Run for a Cause

Written By **Chris Ferreira, Corporate**

On Saturday, February 2, 2019, several employees from GEO's corporate headquarters gathered together to run (or walk) in the Pirate Invasion 5K/10K hosted by the Florence Fuller Child Development Centers as well the Rotary Club of Boca Raton.

Florence Fuller Child Development Centers (FFCDC) empowers local children from working class families to build better futures through the power of education. From infancy through 12 years old, the most vulnerable children in the community go to FFCDC's east and west Boca Raton locations for early childhood education after-school tutoring, summer camp enrichment, daily nutrition, and vital health and development screenings. Even more, their hardworking families receive the education and support they need to build stronger and more stable homes! This helps their children to break the cycle of generational poverty and reach their potential. FFCDC is a 4-Star Charity Navigator Head Start organization with a Gold Seal for Quality Care from the Department of Children and Families and is accredited by The National Association for the Education of Young Children.

The Rotary Club of Boca Raton, chartered in 1957, "Changes Lives and Builds Better Futures" for vulnerable youth through college scholarships and mentoring. The club also hosts the annual Future Stars Performing Arts Competition, funded the Children's Reading Room at the Downtown Boca Raton Library and the Carousel at Sugar Sand Park, and is fencing the Boca Raton Children's Museum.

Pictured left to right:

Top: Vanessa Genao, Margie West

Bottom: Christopher Ferreira, Vanessa Genao, Maria Camila Sarmiento, Kristen Arcuri, Stephanie Gaviria, Peter Stathes, Danielle Autry





Veterans Multi-Purpose Center, Inc.

Written By **Eileen Roth, Corporate**

In 2013, The GEO Group was contacted by Fred, a man who volunteered at the Veterans Multi-Purpose Center. Fred asked for a \$500 donation for their “Thanksgiving Day Project,” where they fill a pick-up truck with Thanksgiving dinner and supplies and deliver them to needy veteran families. To this day, GEO continues to make donations to this wonderful Center.



The Veterans Multi-Purpose Center is a 15-acre Veteran’s outdoor recreational and rehabilitation camp in Groveland, Florida. It provides Recreation Therapy, a Holistic health care program designed to provide therapeutic outdoor activities to assist in improving the health status, functional capabilities, recovery treatment, and quality of life for Veterans and their families, as well as civilians.

This free program includes various activities and amenities, including support programs; life equine-assisted activities, substance abuse disorder recovery and relapse prevention-program, and educational classes on filing for service-connected disability compensation. The program also provides fun family activities such as boating trips, sports fishing, weekend retreats and camping, picnic facilities, and Sunday morning cowboy church.

The most important aspect of this Veterans group is the friendship of the volunteers who help disabled soldiers and their families through holidays and life.

Pictured: Top: Group Therapy Bottom: Helping Horses for Children

Moshannon Valley Correctional Center Community Outreach Projects

Written By **Charis D. Proud , Moshannon Valley Correctional Center**



Each year, Moshannon Valley Correctional Center staff selects a charity, and the staff fundraise for the chosen charity throughout the year. In 2018, the Center decided to donate to Special Olympics of Clearfield County. Through multiple raffles, dress down Fridays, and the biggest loser competitions, staff raised over \$4,700 for The Special Olympics and presented a donation check to them on November 8, 2018.

In addition to the charity of the year, the Center conducts holiday fundraising for the community. The Crisis Negotiation and Crisis Support teams conducted a Thanksgiving Day food drive in conjunction with the Philipsburg Community Action Center to provide 30 families with full Thanksgiving meals. In cooperation with the Clearfield Area Agency on Aging, MVCC participated in a Christmas meal food drive. Staff donated funds to purchase 130 meals from a local butcher. The meals were then delivered by staff to area shut-ins on December 20, 2018. The center also partnered with the Moshannon Valley YMCA for the “Angel Tree” program, providing 10 less fortunate children with 10 Christmas gifts each. Lastly, staff participated in a teddy bear drive, collecting 135 bears for five local hospitals, which were distributed to children who were hospitalized over the holidays. MVCC staff take pride in their fundraising efforts throughout the year and especially during the holiday season.

Pictured from left to right: : A. Lash, E. Staiger, V. Cahill, L.J. Oddo, J. McArdle, J. Zendek, J. Clark

GEO Supports Habitat for Humanity Build

Written By **Chris Ferreira, Corporate**

Early in the morning on February 9, 2019, a group of approximately fifteen corporate employees joined together to support the local Habitat for Humanity Women's Build in Pompano Beach, Florida. The event was also supported by The GEO Group Foundation with a donation of \$5,000. The build site included six mid-construction homes that, upon completion, will be awarded to low-income families in the area who are in need of a home.

Pictured: Right: *Viola Antia*
Below: *Traci Wright, Cynthia Johnson, Dayna Rivera, Virginia Pratt*





Boost Your Retirement Savings!

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

GEO provides all employees with access to retirement benefits that could pay off big for your future. Thousands of your coworkers are putting money aside for retirement in The GEO Save 401(k) Plan. In fact, over 2,600 GEO employees have 401(k) account balances greater than \$5,000; another 1,500 have balances in excess of \$25,000 and 350 GEO employees have 401(k) account balances greater than \$100,000! If you aren't saving enough for your future, now is a great time to sign-up or increase your contributions to the Plan. Simply visit www.retiresmart.com or call 800-743-5274 for assistance.

The 401(k) Plan offers a variety of benefits, such as:

Automatic Savings: 401(K) contributions will be deducted pre-tax from your biweekly paycheck. It is a painless and easy way to begin building up your nest egg, even if you start small and contribute 1% of your wages. You will be surprised at how quickly your account grows!

Extra Money: At most locations, GEO matches your 401(k) contributions with fifty cents for every \$1.00 you save, up to 5% of your salary. To receive the maximum Company match, you must contribute 5% of your pay. But you can start slowly, with a 1%, 2%, 3% or 4% salary contribution. Remember, you can stop or increase your contributions at any time, so why not start now? Give it a try—and catch some of that “free match money” your Company offers you!*

Pay Less Taxes: Money contributed pre-tax to your 401(k) plan reduces your taxable income, which will lower the amount of Federal, state and city taxes (where applicable) that are taken out of your biweekly pay check.

Roth Contributions: A traditional 401(k) Plan allows you to make pre-tax contributions now and pay no federal taxes until retirement, when many expect to be in a lower tax bracket. But, what if you expect your earnings to grow over the years, and you're required to pay taxes at a much higher rate? With Roth contributions, you can invest after-tax dollars today at the beginning of your career, let your investment grow tax-free, and pay no federal income taxes when you withdraw your money at retirement!

Automatic Contribution Increases

A great strategy to help you retire comfortably is to increase your contributions each year. You might think this requires a lot of effort, but GEO offers an easy way to increase your contribution, known as Automatic Contribution Increase (ACI) so you won't have to think about it. If you're in the 401(k) Plan, why not put it on autopilot now?

Loans: You can borrow from your account in the form of a loan. If you're in need of cash, and do not have any other funds available to you, the Plan allows you to take out a loan. The good news is the interest rate charged for this loan is paid back to your account, at the prime rate +1% (currently 6.25%).

Additional Catch-Up if 50 or Older:

If you're 50 or older, you're eligible to contribute an additional \$6,000 to your 401(k) Account. This includes anyone who will turn 50 by December 31. Call MassMutual at 800-743-5274 to increase your retirement savings today!

GEO's 401(k) Plan is one of the best benefits offered. Don't delay, sign up now and watch your account grow, and earn some of that “free match money*” available to you.

**There is a 3-year vesting period for the Company match.*





Pine Prairie ICE Processing Center CASA Toy Drive

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

In 2018, the Pine Prairie ICE Processing Center was honored to help support CASA (Court Appointed Special Advocates). CASA is a national association that supports and promotes court-appointed advocates for abused or neglected children in order to provide them with a safe and healthy environment in permanent homes. On November 28, 2018, through bake sales and raffles, as well as the generosity of the staff, Warden Indalecio Ramos and the PPIPC staff were pleased to present CASA with a check for \$1,000 and numerous Christmas toys for foster children.



Pictured left to right: Top: Neal Arvie, Dana Fontenot, Paula Carrier, Erica Broussard, Bernedine Fontenot, Al Castillo, Kizzy Shelvin, Lorenzo Richard, Anthony Deselle **Bottom:** Kizzy Shelvin, Major Steven DeBellevue, Brenda Jason, Admin. Captain Elwood Terry, Lorenzo Richard, Jennifer Ivory, Warden Indalecio Ramos



Karnes County Residential Center Nominated for Business of the Year

Written By **Rose Thompson, Karnes County Residential Center**

The GEO Group's Karnes County Residential Center is not just a business in the community. The Center strives to be a contributing member to the community. Beyond charitable giving, they take great pride in themselves for the opportunities they make available to the members of the communities they serve, but they also seek out ways to engage the communities directly as a partner and a citizen. Karnes County Residential Center currently employs 376 men and women, of which 30 are U.S. Military veterans.

They host and sponsor community events, make regular contributions, and encourage their employees to volunteer in the community throughout the year. Some examples of these involvement efforts include: Lonesome Dove Fest, Circle of Angels, Toys for Karnes County Tots, Karnes City Little League, Karnes County Relay For Life, Karnes City National Night Out, Kenedy ISD Criminal Justice Program,

Karnes City School Supply Drive, Karnes City Chamber Downtown Halloween Trick or Treat, Karnes City Education Foundation, Karnes City Founders Day, Supporter and Member of the Karnes City Chamber of Commerce, Founder of Caring Bears for Karnes (a teddy bear donation drive for the local police department to carry them in their patrol cars and hand out to frightened children who are put in bad situations that call for a police presence), and a scholarship program giving \$9,000 in scholarships every year. Recently, Karnes County Residential Center donated \$10,000 for a skate park at the Escondido Creek Parkway in Kenedy. We believe that we are given a unique way of giving back to the community, and we will take every opportunity to do so.

Congratulations Karnes County Residential Center for winning the Karnes City Community 2018 Business of the Year!

The GEO Group Foundation Supports The Chipola College Foundation

Written By **Ricky Cloud**,
Graceville Correctional and
Rehabilitation Facility

The GEO Group Foundation recently made an \$18,000 donation to the Chipola College Foundation. These funds will go towards the GEO Graceville Correctional and Rehabilitation Facility Scholarships that will be awarded at Chipola College for the 2019 Fall Semester. Scholarship applicants who are Criminal Justice or Corrections majors will be given first consideration for funding. Scholarship applications will be available in the Chipola Foundation Office or online at www.chipola.edu.



Pictured from left to right: Ricky Cloud - Assistant Warden, Julie Fuqua - Chipola College Foundation Director, Jeff Thomas - Warden



Tacoma ICE Processing Center's Veteran of the Quarter: Officer Morris LaGrand

Written By **Bruce Scott**,
Tacoma ICE Processing Center

"Attention to orders," as one would say in the Armed Forces. Morris LaGrand first distinguished himself through meritorious service as a Sergeant Major in the United States Army. His military service spanned 30 years of honorable service with his final assignment being Director of Recreation, I Corp, Ft. Lewis Washington. As Director, Sergeant Major LaGrand oversaw the operations of fitness, athletic, and educational programs, including a child development center for over 60,000 military personnel and their families. A highly decorated soldier, he received the Legion of Merit, 5 Meritorious Service Awards, 6 Army Commendation Medals, and served in both Operation Desert Storm and Desert Shield.

Officer LaGrand joined The GEO Group as a detention officer in 2007. By utilizing his immeasurable leadership skills, he has command over any post that he assumes. He has the unique ability to motivate those around him to achieve high levels of excellence. If you walk into a unit where Officer LaGrand stands post evidence of his personal touch is apparent.

Outside of work, Officer LaGrand's selflessness and devotion to others are the cornerstone of his relentless drive and tenacity. He is very active in the Church of the Living God, serving as Chairman of its Board of Directors. During the holidays, he helped to serve over 700 families in the local community. Officer LaGrand also serves as the Financial Manager for The Vision Center, a faith-based community agency that serves greater Pierce County by partnering with the Tacoma Department of Social & Health Services to transport and supervise court ordered parent/child visits. We are thankful for Officer LaGrand's military service and grateful to have him in on our team here at the Tacoma ICE Processing Center.

Pictured: Officer Morris LaGrand



GEOtrack + Data Entry:

Why is accurate data entry important in Research?

Written By **Cassandra Bell, Kasia Kijanczuk, Dr. Jason Boggs and Dr. Ralph Fretz,**
Research Department, GEO Continuum of Care

Research and/or outcomes analyses are dependent upon accurate data entry. To conduct a good analysis, robust and accurate data is required. In our facilities, the data entered into GEOtrack goes beyond the individual's demographic and personal information. The dosage and other programming information is the source of data for most analyses, which, in turn, provides positive results that speak to our success in changing behavior and changing lives.

The research department relies heavily on GEOtrack as a source of data for the various types of analyses that we produce. Some of the analyses that we frequently conduct include the reductions in our participants' criminal thinking patterns over time, measuring the amount of dosage that our participants receive during programming, and calculating recidivism for our released participants.

These analyses require data extracted from GEOtrack, and it is the quality of the data entry that is critical for any significant analysis. If the quality and accuracy of data entry is not established and continued, our analyses will not illustrate the true impact that our employees and programming have on our participants' lives.

For example, if an employee forgets to enter or inaccurately enters a participant's assessment scores into the database, that has a negative impact on the facility's positive changes in criminal thinking. If an employee fails to enroll a participant into a program and therefore their attendance is not recorded accurately, that has a negative impact on the dosage analysis. If a participant is not correctly discharged from the facility, that has a negative impact on the recidivism analysis.

The above cited examples describe how data entry has a profound impact on our daily efforts

to improve the lives of the individuals in our care, since it is the accuracy of the data that ultimately tells the story of how well we are performing as a whole.

One aspect of GEO that sets our programs apart from other federal, state, and local agencies is our ability to track and report on data in real-time. Outcome data is one of the best tools that we can use to win and renew contracts, as it allows us to validate being the leader in offender rehabilitation. Our customers and partners increasingly request outcome measures, recidivism reduction reports and other forms of analyses that demonstrate the positive impact that our evidence-based programming is having on those in our care. Accuracy in data entry plays a pivotal role in the process of showcasing our achievements that change behaviors and change lives.

Good Practices in Data Entry:

- ✓ ***Timely data entry***
- ✓ ***Accuracy in data entry***
- ✓ ***Double check your work***
- ✓ ***Ask if not sure***

Week of Impact Benefits The Military



Written By **Chris Ferreira, Corporate**

In the first quarter of 2019, GEO's Corporate Employee Engagement Committee conducted a week of impact. The group raised over \$800 in raffle ticket sales and was able to purchase over \$1,100 worth of goods and supplies. The prize was a St. Patrick's Day wreath with a large amount of lottery games for those feeling lucky. The items purchased were given to the Junior League of Boca Raton and will benefit the Forgotten Soldiers organization.

The Junior League of Boca Raton works to transform South Florida through advocacy, direct service, public education and fundraising. They provide resources, knowledge and funding through the training, education and volunteerism of their members. The League also serves as a much-needed volunteer resource and a catalyst for positive change through partnerships with numerous nonprofit organizations. Forgotten Soldiers provides active service members with much needed care items, as well as letters of encouragement. The organization is nationally recognized and each month it sends out "We Care" packages to deployed service men and women.

Pictured: *Christa Siciliano, Lauren Pernice, Traci Wright*



The GEO Group Foundation Supports "Cops & Scholars"

Written By **Eileen Roth, Corporate**



"Cops & Scholars," a charity with the West Palm Beach Police Department, was started by Bill Nealy, a Sargent with the department.

Bill and his fellow officers used funds raised from "Cops & Scholars" to get involved in young people's lives in the community and form long lasting relationships.

On September 12, 2018, Bill Nealy passed away from cancer. His fellow officers promised to continue "Cops & Scholars" because of the difference they have seen in young people. Barbara Nealy, Bill's Mom has taken on Bill's dream to keep raising money.

Bill cared so much for the community's youth, he would share a meal in order to get to know them better. It wasn't

just a job to Bill, it was the right thing to do. He became a part of everyone's families and helped them in their struggles as a source of wisdom.

Valerie Moore is now continuing "Cops & Scholars" collecting donations to help today's children relate to police officers as real people who care about them and their future.

It is an honor for The GEO Group Foundation to support "Cops & Scholars" in their mission to make a difference in today's youth culture.

Pictured left to right: Top: *Ofc. Brent Treu, Chief Sarah Mooney, Barbara Nealy, Eileen Roth, Gregg Weiss, Lt. Frank Distefano, Valerie Moore, Ofc. James Louis and Ofc. Ramon Lopez.*

Aurora ICE Processing Center Comes Full Circle

Written By **Bradley Stelter**



Original Aurora ICE Processing Center



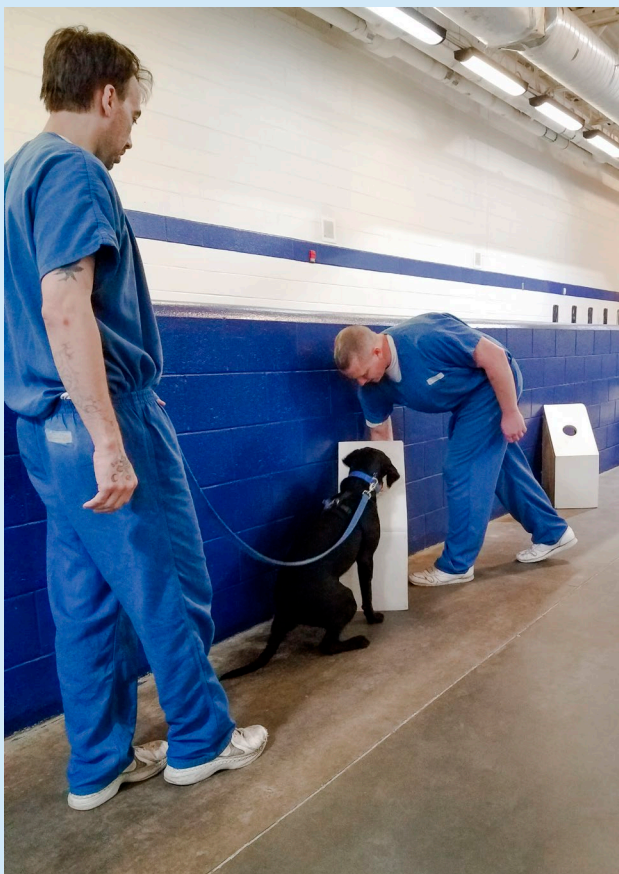
Aurora ICE Processing Center Today

The Aurora ICE Processing Center was the first facility designed, built, owned, and currently operated by The GEO Group, Inc. The center has come full circle since opening its doors in May 1987. The center underwent several renovations and additions during its life to increase bed space but in the end, it was complemented with a brand new state of the art 1,100-bed detention center in July 2010. The original center was deactivated and removed from service. It continued to be useful serving as an occasional detention training environment used by various government agencies.

In August 2016, plans were put in motion to renovate the original center for additional bed space. The building was remodeled and brought up to current codes, but remained in an inactive status without an operational contract modification.

In October 2018, U.S. Immigration and Customs Enforcement began asking service providers if they could provide additional bed space. On November 14, 2018, the facility received a contract modification with U.S. Immigration and Custom Enforcement to provide up to 432 beds for a 90-day period. On January 24, 2019, the original Aurora ICE Processing Center activated.

Aurora ICE Processing Center it has come full circle and lives once more performing and functioning as originally designed and intended.



Auburn University Recognizes Graceville's Dog Program

Written By **Charles Linderman, Graceville Correctional and Rehabilitation Facility**

The Carnegie Foundation for the Advancement of Teaching has recognized the Auburn Prison Dog Program at Graceville Correctional and Rehabilitation Facility as an exemplary community partner. The Auburn Prison Dog Program and its relationship with Graceville is among the university's best organized and most impactful community partnerships.

Auburn University's Canine Performance Sciences K-9 Program has partnered with Graceville to perform basic canine detection training and target odor recognition. Graceville currently houses 28 Canines purposed for detection training and a variety of studies.

Auburn's dogs are Vapor Wake certified. Vapor Wake dogs are trained to detect the low level odor of explosives that is emitted from a person who is carrying explosive material, such as a suicide bomber.

Puppies have a positive effect on the prison environment as well. Inmates take enormous pride in knowing they are contributing to national security through the dogs they raise. To date, Graceville has trained 154 K9's for detection assignments.

Graceville's dogs are currently serving with the U.S. Marine Corps, Amtrak Police, Disney Theme Parks & Resorts, Capital Police, Special Operations Command, TSA, Border Patrol, ICE, U.S. Forest Service, National Park Service, Alcohol Tobacco Firearms and Explosives, New York City Counter Terrorism Task Force, Department of Justice, among others.

Inmates in the Canine Program can enroll in a 115 credit college curriculum that prepares the inmate to enter the animal care industry. This class is offered free of cost to inmates in exchange for their time and effort in training these K9's. There are currently 52 inmates enrolled in the Auburn Canine Performance and Development Science Program. These college credits are accepted nationwide and offer our inmates employability in a growing economic sector. 37 inmates have graduated Auburn's Canine Performance and Development Science Program.

Pictured from left to right: Top Left: Gribben, Rice with "Somer" Bottom Left: Hugger with "Java" Bottom: Jeff Thomas, Charles Linderman, Ricky Cloud





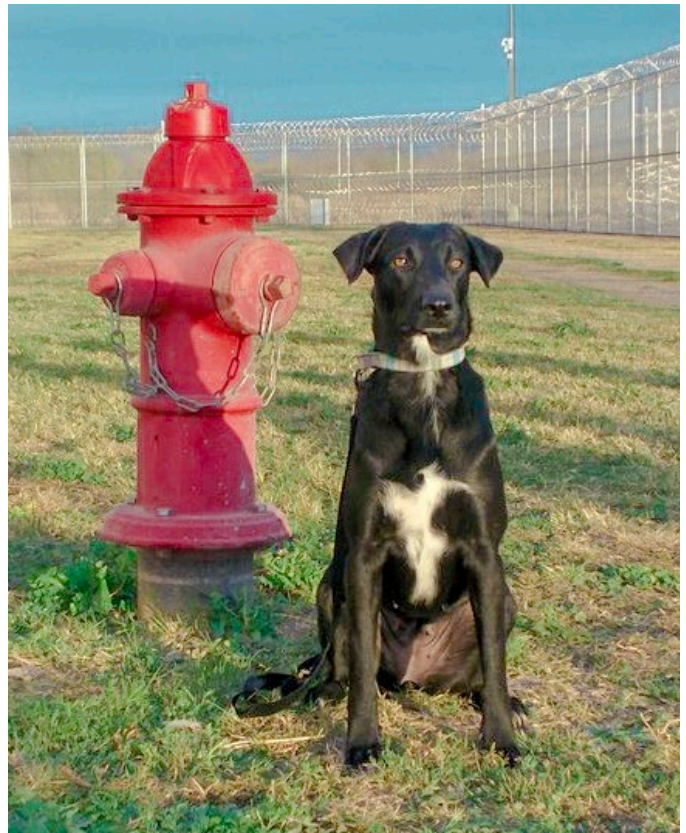
Eagle Pass Correctional Facility 1st P.U.P Program Graduation

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

In November 2018, the Buddy Foundation partnered with the Eagle Pass Correctional Facility in creating the P.U.P program, Pups Uniting Prisoners. The program allows Idaho Department of Correction inmates with prior dog training credentials to interact with and train dogs that are brought in from the Buddy Foundation, a local dog rescue organization. Once the dogs have completed the 10-week program, in which they can potentially learn up to 50 commands, they are considered graduates and are put up for adoption.

On February 12, 2019 the P.U.P. program held its first dog graduation. The ceremony was hosted by the Eagle Pass Correctional Facility Programs Department and the Buddy Foundation founders. Each inmate in the P.U.P program was given the opportunity to present his dog and demonstrate several tricks. At the time of graduation, five of the eight dogs in the program had already been adopted, with a corrections officer at the Facility being one of the adopters. The P.U.P program was developed and coordinated by the Eagle Pass Correctional Facility Programs Department which includes case managers, Education Coordinator and a Library officer. Upon completion of the program, there was a new class of dogs brought into the facility. Once they complete a 10-week training, the facility will hold its 2nd P.U.P graduation program, and they will also be eligible for adoption.

The Eagle Pass Correctional Facility is pleased to be able to give back to the community and assist the Buddy Foundation in giving these dogs a second chance of being placed in a loving home while also providing a rehabilitative opportunity for the Eagle Pass Correctional Facility inmates.



Aurora Polar Plunge: The Heart of The Community

Written By
Bradley Stelter,
Aurora ICE
Processing Center



Aurora Colorado, Saturday February 23, 2019. Winter really hit hard that Friday night and Saturday morning with a serious winter storm dropping 8.5 inches of snow and temperatures in the low 20s overnight and into the early morning hours. However, by Noon Saturday, the sun was shining, the skies were clear, the temperature had risen to 32 degrees, and it had turned into a perfect day for the Annual Special Olympics of Colorado Polar Plunge! Once again, Team GEO was at the water's edge, freezing for a reason! On queue, Team GEO, led by Warden Johnny Choate, raced from the frozen shore into the freezing water going all the way up to their chests!

Team GEO did it again for the fifth year in a row winning the trophy for the Highest Fundraising Team. Team GEO raised \$7,710

for the Special Olympics of Colorado. Ten members of Team GEO braved the daunting waters, Warden Johnny Choate, Joseph Garcia, John McGah, Kenneth Krumpelmann, Ronald Teixeira, Ben Trillet, Michael Thompson, Justin Hill, Matthew Todd, and Raymond Todd. They did an outstanding job!

Plunging in the freezing water is only the end product of the fundraising effort. Many staff members and their families both here at the Aurora ICE Processing Center and the Western Regional Office worked for many weeks raising money for this worthwhile cause. There were bake sales, raffles, and donations to make all of this happen.

The commitment and determination of The Aurora ICE Processing Center shines

brightly with their repeated response to the community's call for supporting this worthwhile charity. Team GEO truly is at the heart of the community!

Pictured from left to right: Top: Ronald Teixeira, Justin Hill, Ben Trillet, Michael Thompson, Johnny Choate, Kenneth Krumpelmann, Joseph Garcia, Raymond Todd, Mathew Todd. **Bottom Left:** Justin Hill, Ronald Teixeira, Michael Thompson, Ben Trillet, Johnny Choate. **Bottom Right:** Mitra Rezaei, Ben Trillet, Raymond Todd, John Rezaei, Matthew Todd, Jamie Rezaei, Justin Hill, Ronald Teixeira, Michael Thompson, John McGah, Joseph Garcia, Warden Johnny Choate, Kenneth Krumpelmann, and Barbara Krumpelmann.

LIPC helps LaSalle Parish Special Education Department

Written By **Diana Courtney, LaSalle ICE Processing Center**

In February of this year, a raffle was held at LaSalle ICE Processing Center (LIPC) for an Apple iPad Mini. All proceeds were to benefit the LaSalle Parish Special Education Department's Special Olympics in March and LaSalle Parish Special Education Department's Prom in April. Many students from schools all around the LaSalle Parish area attend the one-day Olympic event.

With a goal of 250 dollars, the generous employees of LIPC raised over \$700!

David Daniels, Assistant Transportation Manager of LaSalle ICE Processing Center, was the winner of the raffle and offered to donate the iPad back to the special education department.

Pictured: *David Daniels*



The Western Region Detention Facility really got into the holiday spirit this past December. They decorated the indoor recreation area with immense amounts of garland and hung several wreaths.

In addition to offering a plethora of holiday themed activities, the spirit was extended to the housing units where they initiated a decorating contest. Individuals utilized materials issued to them to create the most festive display of what Christmas means to them. They had three weeks to create their winter wonderlands in hopes of winning a prize.

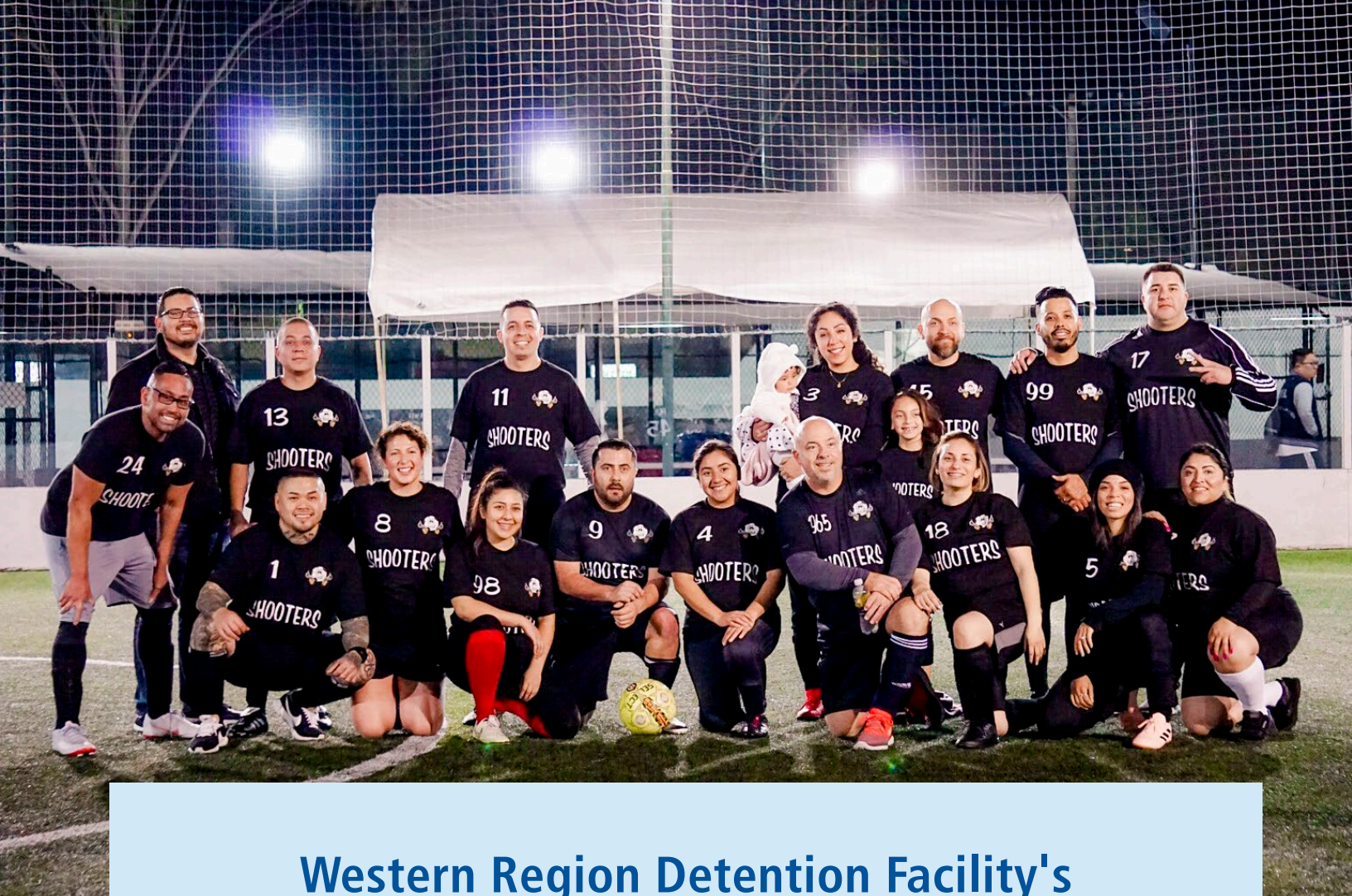
Six employees were selected to participate in the judging and thoroughly enjoyed seeing such creativity. Not only were the housing units beaming with imagination, but they were serenaded with joyous Christmas carols.

The mood among the population was incredibly uplifting. Out of six housing units, one really stood out as being the most artistic. Everyone in that housing unit received a second extra 'Christmas Commissary Bag' which consisted of a variety of fun goods.

WRDF Gets Into the Holiday Spirit

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





Western Region Detention Facility's The Shooters

Written By **Rosalie Smith**, Western Region Detention Facility San Diego

What happens when a couple of officers come up with an idea to get a bunch of their co-workers together for some fun quality time after work? You get a team of co-ed indoor soccer players and call them "The Shooters."

Working around their schedules and the myth of "it never rains in Southern California," 19 employees from various departments at the Western Region Detention Facility in San Diego started practicing for their weekly Friday night games. Friends and family joined together to cheer them on. With little to no experience for a lot of the players, it has been a progression of everyone getting better and improving their skills. The ultimate goal was to have fun, which they have definitely succeeded at.

After the game, there's always time for relaxation and getting together with the "fans." It's a great way to meet new family members and see how fast they grow! After this season, the team hopes that the Shooters can continue to play and make it a tradition for years to come. As word spreads, there will be no shortage of prospective players!

Pictured Left to Right:

Standing: *Raymond Duhay, Nathan Gallegos, Juan Pulido, Juan Morales, Alexis Rodarte holding Anjali Rodarte, Fabian Rodarte, Miah Rodarte, Israel Plasencia Torres, Adrian Cortez*

Kneeling: *Hay Dinh, Maritza Gil, Alynna Navarro, Juan Melendrez, Marianna Rodriguez, Stephen Alvarez, Irma Juvera, Maylean Rubio, Ofelia Pulido*

Support for Young Soccer Star

Written By **Megan Barkle,**
Arthur Gorrie Correctional Centre

The GEO Group Australia and Arthur Gorrie Correctional Centre supported the sporting path of 14-year-old soccer player Kieran Rocks.

Kieran was selected in the Queensland team to play at the national championships in Coffs Harbour and received a \$500 sponsorship from GEO.

It was Kieran's debut representing Queensland, and he started in great style by scoring on the opening day against South Australia to level the match at 2-2.

Kieran's father, Andy Rocks, who is a trade instructor at Arthur Gorrie, thanked GEO for its support.



Pictured Left to Right: Andy Rocks, Sidd Mehta, Kieran Rocks

Automotive Project for Local Charities

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

Junee Correctional Centre has a proud history of supporting the local community through fundraising partnerships and in recent years automotive-based projects have proven very beneficial for inmates, employees and the community.

In 2015, with support from the Centre's Industries Manager and trade instructors from TAFE NSW, inmates completed a successful restoration of a classic 1973 Holden HQ Monaro GTS sedan. The car was auctioned off and raised \$34,000 for the Police Citizens Youth Club.

In 2017, the Centre embarked on another car restoration — this time a 1980s WB Holden Coupe Utility. Once again it was a success and as the first prize in a raffle the car raised \$78,190 for Can Assist Junee. The figure was more than double the average annual fundraising income for this charity, which supports locals battling cancer.

Projects of this nature provide inmates with a wonderful opportunity to apply the

technical skills they are learning — such as spray painting, automotive restoration, panel beating and mechanical engineering — in a practical setting. They also teach them the ability to work as a team and build self-esteem.

The Centre's employees also get heavily involved, not only supporting inmates working on the project, but working with the charity to ensure the project gets a great deal of exposure to maximise fundraising.

Country Hope is the newest local not-for-profit service provider to partner in this year's restoration of a 1987 VL Commodore.

Founded in 2003 by a small group of Wagga Wagga residents, Country Hope supports local families who have a child diagnosed with cancer or a chronic life-threatening illness. Today the organisation supports over 170 families throughout the Riverina area.

Inmates have started working on the car with as many as ten involved on a regular basis. The project is expected to be completed around November 2019.

Pictured L to R: Steve Webb, Ellie Webb, Trevor Coles



Toys for Visitor Centre

Written By **Emily Cunningham,**
Ravenhall Correctional Centre

The YMCA Rebuild Program at Ravenhall Correctional Centre teaches participants building and maintenance skills to prepare them for employment. These include plaster repair, tiling, painting, use of hand and power tools and wood finishing.



Once participants complete the program they undertake project work, including making chopping boards, chess boards, furniture and wooden toys.

Recently, participants voluntarily made wooden toys for the Ravenhall Visitor Centre. The toys are more robust than plastic ones and can easily be repaired if required.

The project has allowed participants to refine their use of tools when making items that require accurate measuring, cutting, drilling and shaping as well as improve finishing techniques including sanding, staining and painting.

In another initiative, Citrix and its staff have contributed toys for the Visitor Centre and for use in the Melbourne City Mission's 'Day with Dad' program.

Citrix has a relationship with The GEO Group Australia through the provision of in-cell information technology at Ravenhall.

Through its internal corporate giving initiative, Citrix wanted to contribute to a rehabilitation program with a focus on families and children and chose the 'Day with Dad' program.

Ravenhall Raises \$4,000 to Support Youth

Written By **Emily Cunningham,**
Ravenhall Correctional Centre

Ravenhall Correctional Centre raised \$4,000 for the Polished Man charity.

Funds raised through Polished Man are channelled into trauma prevention and trauma recovery programs for children who are at risk of or have suffered violence.

The global charity challenges men and women to paint their fingernails blue and purple, which are popular colours to spark conversations around violence and encourage donations.



Over 300 Ravenhall inmates participated in the fundraiser and contributed almost \$2,500. Additional funds were contributed by The GEO Group Australia, Ravenhall Correctional Centre staff, their family and friends.

Funds raised are provided to organisations such as The Australian Childhood Foundation, Survivors & Mates Support Network, Hagar Australia, and Polished Man.



Putting the Focus on Local Youth

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

Junee Correctional Centre has again acknowledged young achievers in the local community by presenting scholarships and awards through its annual 'Youth in Focus' Scholarship Program.

Ten awards were presented and the recipients were announced on Australia Day in three categories, Academic Excellence, Sporting Distinction and Creative Arts.

The Sporting Distinction Scholarship winner was 16-year-old Riley Makeham, a highly talented hockey player who has claimed several local awards and represented the region in State Championships.

Other major 'Youth in Focus' awards were presented to netballer Hayley Stevens who was awarded 2018 Netballer of the Year for the NSW State Championships and dancer Ruby Brodin who has been dancing competitively since the age of 12 travelling to different states to compete in dance events and competitions. Ruby would love to one day teach performing arts.

Each year, The GEO Group Australia presents \$10,000 to local youth through the awards as either a scholarship or recognition and encouragement awards.

Pictured: Top: Ruby Brodin pictured with Ainslie Wood receiving her Creative Arts Excellence Award **Bottom:** Makeham receiving his Sporting Distinction Scholarship



Koala Rescue at Fulham

Written By **Regina Regulska,**
Fulham Correctional Centre

The usually uneventful early morning drive to Fulham Correctional Centre by correctional officers Merri & Malcolm McCalman turned into a rescue mission when they came across a koala that had been struck by a vehicle and lay fatally injured in the middle of the roadway.

Deciding to remove the animal from the busy thoroughfare, closer inspection revealed a baby clinging to the koala's back. After being carefully removed from the mother's body, the little koala then quickly clambered up the nearest upright object – a road sign.

Whilst sometimes called koala 'bears,' these animals are in fact a type of mammal called marsupials that give birth to underdeveloped young in a pouch. Baby koalas, known as 'joeys,' develop in their mother's pouch for about six months and once strong enough, hitch a ride on mum's back for another six months and only return to the pouch to feed and sleep.

Natural instincts kicked in for this joey, who Merri & Malcolm named George, as he quickly made his way up the post to safety.

In the wild, koalas can only be found perched high up in the treetops of eucalyptus trees in the native bushlands and forests on the southeast and eastern sides of Australia's coastline. The strong cartilage at the end of their curved spine gives them a hard bottom which enables them to balance safely and comfortably in the forks of the branches.

Koalas spend most of their time feasting on the leaf tips of certain types of eucalyptus trees and can consume from 500g to 1kg of leaves in a day. They rarely need to drink water as the leaves contain up to 50% water. It is believed that the name koala comes from an Aboriginal term meaning 'no drink.' Due to their low energy diet and very low metabolic rate, koalas can sleep for up to 20 hours a day.

Koalas are most active at night and around dawn and dusk. If they get disturbed, get too hot or cold, or need to move between



trees, they'll use their strong arms, powerful legs and sharp claws to climb down. After trying to coax George down with calming words, it became obvious that Malcolm would have to climb up the road sign to retrieve him, which according to Merri, was quite a sight! George was eventually brought down safely, but Malcolm was a bit worse for wear, sustaining a number of scratches during the rescue which later required him to have a tetanus shot.

It soon became clear that the joey would have to accompany them to work, as all attempts to contact Animal Aid for assistance at the site were futile. So, wrapped in a towel and perched on Malcolm's lap, George settled in somewhat nervously to this strange environment while Merri continued the drive to work.

Upon their arrival at the Centre, George was carefully placed into a property bag to restrict his movements while further calls were made to a local wildlife shelter. Before too long, his new "mum," a local volunteer wildlife carer came to collect him. The carer confirmed that the joey was indeed a male and had been aptly named by the GEO staff.

GEORge is now well on the way to a full recovery after being provided with rehydration fluids, food supplements and veterinary treatments. This care will continue for a total of nine months before he can be released in the wild, where his expected lifespan is around 10 to 12 years.

Pictured Left to Right: Merri & Malcolm McCalman



Inmates Make-A-Wish Come True

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

A unique collaboration between Junee Correctional Centre, TAFE NSW and Make-A-Wish Australia has made a teenager's dream come true.

Jarrold Roesler, 19, has faced significant challenges over the years including being diagnosed with kidney failure at 12 years-of-age and the death of his best friend in a farming accident. As a result of renal failure, Jarrold spent four years on dialysis before receiving a kidney transplant.

Jarrold's friend, Jack, had been in the process of restoring an old 'Ute' (an Australian term for a coupe utility) before his death, and Jarrold painted the body and fitted a custom-built tray.

Over 300 hours of work went into the Ute and Jarrold, now in good health, will complete the refurbishment with the hope of having it on the road in a few months. Junee Correctional Centre General Manager Scott Brideoake said the inmates take a lot of pride in their work on projects of this nature. "They can see the benefits of the work they are doing in the Centre," he said, "and when they know a vehicle like this is going to a charity they really do put a lot more into it."

When he saw the Ute for the first time at the Centre Jarrold was lost for words. "I could never imagine that it would have reached the level it has," he said. "I would never have been able to get it there and I am so thankful for those who made it happen." Jarrold became emotional when talking about his friend and said Jack would have been thrilled with the work done on the Ute to-date. "He would think it was the best thing in the world," he said. "He would be pretty proud of it."

Jarrold said he would be forever grateful to everyone who participated in the project and that he could not wait to complete the job and take the Ute for a drive.

"I would never have been able to get it there, and I am so thankful for those who made it happen."

Ravenhall Celebrates First Anniversary



Written By **Emily Cunningham,**
Ravenhall Correctional Centre

Ravenhall Correctional Centre in Melbourne has celebrated its one-year anniversary with a function attended by more than 200 staff, alliance partners, Corrections Victoria personnel and guests.

The Centre received its first intake of 25 inmates on 13 November 2017. “By 7pm we still had to process 15 inmates, and I wondered if we would be working well into the night to process the initial group,” said Ravenhall general manager Trevor Craig when reflecting on that day. “We have certainly come a long way since — in just 12 months Ravenhall has taken in 3,345 inmates and processed 5,268 inmate movements including transfers and discharge. Today, all of our procedures and policies are very streamlined, and the Centre functions as well as any other prison in the system. That is a significant achievement when you consider where we came from with a completely new facility and a staffing roster comprised of predominantly new recruits.”

The confidence that Corrections Victoria has in Ravenhall was reflected earlier this year when it instructed GEO to increase inmate numbers to the Centre’s full built capacity of 1,300 beds — initially the plan was to limit the capacity to 1,000 beds. Speaking at the anniversary function, Corrections Victoria Deputy Commissioner Rod Wise commended Ravenhall for running so well that the increase in inmate numbers had not affected the Centre’s operations.



He also thanked GEO and Centre staff (over 600 employees have worked at Ravenhall during the year) for accommodating the state’s requirements so well.

The Centre has been extremely busy with more than 855,000 meals served, more than 18,000 visitors received, and over 72,000 inmate medical appointments undertaken (including 55,200 nursing and 9,410 general practice consultations).

The GEO Group Australia Managing Director Pieter Bezuidenhout commended Ravenhall staff for the first year of operations, noting that of all GEO facilities worldwide Ravenhall is a leader in rehabilitation and reintegration through its delivery of GEO’s ‘Continuum of Care’ model and the operation of The Bridge Centre. He also acknowledged the work of GEO’s alliance partners in this area.

A dedicated community reintegration facility, The Bridge Centre allows men released from Ravenhall to receive services and support on a voluntary basis for up to two years post release — over 300 have taken advantage of this opportunity. Ravenhall clinicians and GEO’s alliance partners attend the Centre to deliver post-release services, while three

staff provide a permanent presence.

Other figures that demonstrate the work being undertaken in rehabilitation and reintegration over the past 12 months at Ravenhall include the delivery of 10,500 hours of vocational/academic learning and over 1,700 inmates completing remand, offending behaviour and/or alcohol and other drug treatment programs.

Over 2,000 clinical screenings and assessments for remand, offending behaviour and alcohol and other drug treatment programs were undertaken and over 1,100 inmates participated in individual clinical intervention during the year. A further 500 inmates completed personal development and life skills programs. There were also over 6,000 episodes of pre-release service delivery for inmates to address transition and reintegration needs (some receive multiple services).

GEO’s alliance partners include Melbourne City Mission, YMCA, and the Bendigo Kangan Institute. GEO also partners with Forensicare and Correct Care Australasia for health services.



Sacramento BOP DRC Hosts First Open House

Written By **Amanda Owens,**
Sacramento BOP DRC

The Sacramento BOP DRC hosted its first open house on Thursday, January 17, 2019. The open house was an opportunity for the DRC to showcase the fantastic work they're doing in partnership with the Bureau of Prisons. They utilized the event to showcase their unique model of both accountability and programming while emphasizing their expertise in evidence-based programming.

The DRC had various stations throughout the facility which emphasized key programming components. Two of the most popular stations included information on groups and evidence-based practices. Guest were able to tour the facility, learn more at the stations, and enjoy food and drinks.

Many individuals who were not able to attend have expressed interest in coming by to check out the facility. We also received a lot of interest in attending our upcoming Community Advisory Board that will take place in February.

Despite the weather and the government shutdown, the Sacramento BOP DRC is pleased to share the success of the event. Congratulations to the Sacramento BOP DRC team for their successful Open House!



Talbot Hall Staff Contribute Food To Federal Workers

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

Thanks to the staff at Talbot Hall, a residential reentry center in Kearny, New Jersey, for their abundant contributions that provided food to help feed the federal workers during the government shutdown. A local church in Bayonne, "All Saints Catholic Church," offered the federal workers a buffet dinner in their honor on January 23, complete with a "Pop Up Pantry," that included non-perishable donations. Collections ranged from food to personal items, and gift cards for gas or fast food. The event was aimed at assisting local Coast Guard personnel facing the challenges of the shutdown.

Talbot Hall staff did an amazing job contributing so much cooked food and food items that two trips were needed for delivery. A special call was made for prepared casseroles to serve 6-8 people, and Daryl Walker, Food Service Manager, and EHCA Director Sheila Leonardo cooked up the casseroles, including an array of hot meals and spaghetti pies.

Coast Guard members and their families were appreciative of a good night with an array of hot food and stacks of items for them to take home. The giving spirit at Talbot Hall continues to resonate for those in need. The Center takes pride in its tradition of a generous response to answer calls from the community, ranging from school supplies, food donations, blood drives, and inside/outside cleanups. The Talbot team prides itself in giving back to all and enjoys the many local partnerships that enhance the reentry mission for its residents and staff.

Pictured: Daryl Walker, Food Service Manager





The New Mexico Women's Recovery Academy Featured On '50 Plus Prime' TV Show

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

"If you change your thoughts, you change your outcome."

Congratulations to the New Mexico Women's Recovery Academy (NMWRA) in Albuquerque, NM for being featured on the weekly newsletter show "50 Plus Prime," hosted by Tony Fama. The GEO facility was selected as a residential center that partners with Ann Edenfield Sweet, founder of "Wings for Life," an organization that is dedicated to stopping the cycle of incarceration amongst women.

Ms. Sweet volunteers at the Women's Recovery Academy, providing supportive services to the residents currently receiving GEO Reentry Services' evidence-based programming. Ms. Sweet focuses her efforts on simple life skills – the importance of a handshake, giving back to the community, and learning to identify healthy role models. The show highlighted the positive results that can happen when women are offered supportive treatment services to recover from substance abuse, poverty, and criminal lifestyles.

The show covered activities and counseling sessions at NMWRA, including interviews with Renee Mollineda, Counselor; Russell Ouellett, Treatment Services Supervisor; and Maxine Cordova, Counselor. Residents also had an opportunity to be on camera, and expressed gratitude for the services received at NMWRA and Ms. Sweet's volunteerism. GEO Counselors were recorded speaking to groups consisting of female residents referred from the New Mexico Department of Corrections, Probation and Parole division.

"If you change your thoughts, you change your outcome," said Ms. Mollineda, Counselor at NMWRA as she addressed the group. "Correct your thinking by not saying 'I can't,' and replacing it with what you are attempting to accomplish. Correct your thinking on the spot."

GEO Reentry's gender-specific programming includes parenting classes, substance abuse treatment, life skills, and employment and vocational training. Show coverage included scenes from the morning meeting that serves as a support group, residents working in cognitive-based treatment programming sessions with their counselors, and Zumba class. GEO's cognitive behavioral treatment program focuses on changing thinking patterns to a positive path ultimately leading to a reduction in recidivism.

"The reason that treatment is so important is that it's giving each of these members a chance to become productive members of society," said Russell Ouellett, Treatment Services Supervisor. "The more support our residents have when they return to the community the better they do, and it cuts down on recidivism significantly."

Thank you to '50 Plus Prime,' who presented an uplifting show filled with hope and the value of second chances. With this inside look at the New Mexico Women's Recovery Academy, the viewer will likely be moved by their mission of changing lives and returning individuals to society with the tools needed to live a positive, law-abiding life from then on.

The show aired nationally in January 2019 and can be seen on YouTube and other social media outlets.



Successful Alumnus Celebrates Five Years as Director of Herrin House

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

Mr. John Steve, former inmate at Southwestern Illinois Correctional Center (SWICC), celebrates holding the position of Director at the Herrin House in Herrin, Illinois, for five years, entering his sixth year this spring. Influenced by GEO Reentry Services in-prison treatment programming at SWICC, Mr. Steve reentered society with the goal of helping others and a commitment to changing his lifestyle in order to achieve positive goals and give back. Mr. Steve was influenced by Tim O'Boyle, National Alumni Manager for GEO Reentry, while an inmate at SWICC.

"It is the mission of Alumni Services to help others transition to a positive lifestyle," said Mr. O'Boyle. "John Steve is a great example of how the programming works to create change from the inside out. We are very proud of him and the important work he does at Herrin House."

Mr. O'Boyle returns regularly to SWICC to pass on a message of a better life and let current inmates know that change is possible. Mr. Steve was mentored by Mr. O'Boyle upon his release and remembers the advice he received to be mindful of people, places, and things. Seeing others from similar backgrounds now living successful lives, accomplishing goals, and having the dedication to create positive results made a big impression on him.

"I am very grateful to have met Tim and be in the program at SWICC," said Mr. Steve. "After 5-1/2 years of incarceration I feel my debt to society is still not paid. I want to continue to give back to society and help others less fortunate. That is how I make peace with my past and hope for the future." Director of Herrin House since mid-2013, Mr. Steve claims he experiences a peace of mind that he never has experienced prior to reentry programming. "This career has been very rewarding for me," said Mr. Steve. "I am very proud of being the Director of an organization that helps so many. My goal is to continue to fulfill needs in the local community. I am honored to help others become sustainable by providing spiritual help, food, or clothing to those who need it."

Herrin House is a unique non-profit organization in many ways. The soup kitchen has greeters at the door, and offers a choice of entrees and side dishes in the meal. They average feeding 140 individuals per day, and in the summer when children are not in school, they provide a free summer meal program and average 190, including the children and volunteers.

Besides being a soup kitchen, clothing is also available, a food pantry, thrift store, as well as free GED classes held in conjunction with the local community college. Herrin House also maintains a training/job reference program that trains individuals and pays the fee for them to take the Food Safety Management test, in return for volunteering at the facility. "If I can offer any advice to those preparing to reenter society, it is to never be afraid to focus on your long term goals," said Mr. Steve. "Starting life all over again is hard, but don't let the fear hold you back from achieving your better self."

GEO Reentry's Alumni Services offers help to those transitioning into society through mentorship and community resources.

Pictured: John Steve

Actor Michael K. Williams Brings Message Of Hope to Delaney Hall

Written By Peter Conerly, Perth Amboy CRC



Residents at Delaney Hall were especially uplifted by a visit from a three-person speaker group that featured the prominent actor Michael K. Williams on January 17, 2019. The speakers came to the facility to bring their special message about the juvenile justice crisis in the country, and show a documentary, "Raised in the System," they recently completed. Mr. Williams and his team created the documentary to educate young adults about the possibility of change, reaching for a second chance, and to bring awareness about the need for criminal justice reform.

"We were very honored to have Michael K. Williams and his associates bring this valuable message to Delaney Hall residents," said Richard McCourt, Senior Area Manager Northeast, GEO Reentry Services. "They had a huge impact on all in attendance. They are proof that change can happen and success stories exist. Thanks to Hannah Vincent, a Case Manager at Delaney Hall for arranging this special event."

The actor and his two associates, Dominic Dupont and Turner Jones spoke to approximately 200 residents that are engaged in GEO reentry programming at Delaney Hall. The population that attended is referred from the Essex County Department of Corrections.

"Our guests brought a powerful message to all," said Ms. Vincent. "We are very grateful they responded to our invitation, and are committed to bringing this positive message to our young people. They are giving hope to this generation, who will then carry the message to others about the possibility of leading successful lives."

"Raised in the System" draws attention to the large amount of juvenile offenders caught up in the criminal justice system and the need to offer help to those experiencing a difficult start. Mr. Williams was struck by the remorse expressed by residents when visiting youth programs nationwide and wants to ensure that young offenders are not forgotten about.

"I am grateful that someone did not give up on me and these young people deserve the same," said Mr. Williams. He supports mentorship, community activism, and stresses the importance of letting at-risk youth know that someone cares and believes in them.

Residents had their pictures taken with the star and his partners, who were overjoyed at meeting Mr. Williams of 'Boardwalk Empire' and 'The Wire' fame. His message of hope is reinforced by the programming they are receiving at Delaney Hall. He addressed the crowd as living proof that life can go as far as you choose to take it by incorporating positive principles.

GEO Reentry's evidence-based programming at Delaney Hall consists of substance abuse programming, cognitive behavioral treatment, individual and group counseling, lifestyle changes, educational and GED services, alumni/aftercare programs, and additional reentry services that help support a successful reentry to the community.

Pictured Left to Right: Top: Michael K. Williams, Tyshone Llano



University of San Francisco Honorary Doctorate Nomination

Written By **DeJuan Lewis,**
Taylor Street Center

Just recently, Mr. DeJuan Lewis (Assistant Director-CDCR Program) at the Taylor Street facility in San Francisco,

California was nominated for an Honorary Doctorate Award from the University of San Francisco, California. This stems from his outstanding efforts and the connections he has made with the University. He is a co-educator in the Performing Arts and Social Justice course that has ten ex-lifers as participating students. He is also participating in the Co-Educator Community Fellowship Program weekly with the Leo T. McCarthy Center housed at the University. In addition to him being a co-founder of his own non-profit, he has helped to create jobs by forming strategic partnerships with SF public works, SF Recology and CAL Trans. Mr. Lewis also hires ex-offenders who are housed at the GEO Taylor Street facility into his workforce development non-profit, Civic Pit Stop.

Mr. Lewis is also working on a partnership with the San Francisco Police Department to create a youth violence prevention network for the youth in some of the troubled schools in the community. DeJuan has met with the commander and captain of the force and they have been in contact with several school principals to help facilitate a program where some of the male and female long-term offenders can go to speak and mentor at the schools where the at-risk youth are enrolled.

As Taylor Street continues to make positive social connections in the community to better serve the population, they recently teamed up with Alliance For Change, a non-profit based out of the University of San Francisco California. Alliance for Change comes into the Facility twice a week where they teach a cell phone tutorial and computer literacy class to the long-term offender population. This has been a truly rewarding experience for all involved.

Mr. Lewis and Taylor Street have been dedicated to making lasting community connections at the residential reentry facility by consistently thinking outside the box to create and navigate better ways to assist the population we serve.



Yoga & Meditation Off To Successful Start At Delaney Hall

Written By
Kerry McCann, Delaney Hall



A group of 10 individuals gathered in the Lecture Hall at Delaney Hall. It was the first time since Delaney Hall had reopened that Meditation and Yoga were being offered in the facility again. Eight of the participants were male Essex County inmates, the two facilitators were from Family Services, Kerry McCann, Family Services Coordinator and Alexis Giglio, Marriage & Family Therapy graduate student intern. Giglio had brought the idea to Ms. McCann a couple weeks prior and McCann was excited to get the program started. She had been wanting to implement meditation and mindfulness.

The following week the number of participants grew to 20. The group is now being held each Friday. It has regular attendees weekly and continues to grow in size with each session. Giglio and McCann

help the residents with their techniques throughout the classes. Each session starts with about 20-30 minutes of meditation, then moves into basic yoga techniques for 20-40 minutes.

Following each session residents are asked how the session was for them, they report feeling relaxed but energized, some speak of achiness in their muscles or limbs because of the poses but almost all state they look forward to this group each week, saying it is their opportunity to exercise and stretch as well as a chance to relax. The team is trying to bring these practices to each of the units within the facility. The female unit will be introduced to guided meditation within the next month. Both McCann and Giglio are looking into becoming certified in Transcendental Meditation.

GEO Reentry Services Succeed At Louisville Day Reporting Center

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

The Louisville Day Reporting Center in Kentucky proudly experienced an increased number of program completions during 2018. The center provides non-residential reentry programming for offenders referred from the Louisville Metro Department of Corrections. The number of satisfactory completions in 2018 rose by nearly 14 percent over the previous year, with the Center celebrating 48 program graduations in 2018.

“We are proud to provide evidence-based programming, which helps participants change their lives in a positive way,” said Andrew Young, Area Manager, Central Region for GEO Reentry Services. “The staff at the Louisville Center work hard to establish productive lifestyles, make the community safer, and serve local law enforcement agencies.”

In addition to celebrating an increased graduation rate, the Louisville Center also takes pride in having achieved an employment rate of approximately 72 percent. Chris West, Program Manager at the Louisville DRC, attributes the favorable rate to employers who are willing to work with the population and the facility having a strong partnership with Work Ready agencies that provide soft skill training and job coaching in the Louisville area.

“We are very pleased to see an increase towards positive change happening with our participants,” said Mr. West. “It is rewarding to see so many participants embracing the program. There is a definite change of

willingness to make better decisions at the end of the program and to interact with the staff who deliver the services in a respectful manner.”

The Louisville DRC provides a program of reentry services to male and female participants based on cognitive therapy treatment principles, including Moral Reconciliation Therapy (MRT), case management, and a life skills program. The comprehensive life skills program includes substance abuse education and assistance with securing employment along with resume writing, job coaching, and interview skills practice. Participants also engage in community service at Goodwill Industries nearby.

We look forward to continued success in 2019, encouraged by the positive impact GEO Reentry programming is having in the lives of participants as they return to the community.



Louisville Day Reporting Center in Louisville, Kentucky



Alumni & Talbot Hall Staff Join Celebrity Read

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

Members of New Jersey alumni started the month of February by joining in another community service 'Celebrity Read' event hosted by the United Way of Essex and West Hudson. The event recruits volunteers to demonstrate the importance of reading to school age children in local communities. Alumni were joined by staff from Talbot Hall Residential Reentry Center, members of the Newark Police Department, and a former member of the NFL. The team was assigned to Ann Street School in Newark and read to the first-grade class.

"As alumni we are committed to helping children in the community by passing on a positive message about learning and staying



in school," said Arthur Townes, Alumni Manager for GEO Reentry Services in New Jersey. "We get a lot back from helping others and participating with the United Way was a very rewarding experience. Thanks to all who participated."

The GEO team members each read a story to the first graders and enjoyed a morning of mingling with the students

and volunteers. A literacy initiative created by the United Way of Essex and West Hudson counties of New Jersey, the agency coordinates volunteers from the community to read to the children, which gives them the title of 'Celebrity Reader.' United Way supports the reading event, stating that young people that are read to for thirty minutes per week show an increase in reading scores.

Community service opportunities allow alumni members to continue the support that began with GEO Reentry programming. Giving back to the community is an important action as a means to maintaining a productive lifestyle and encouraging others to reach for positive goals. The 'Celebrity Read' event provided an uplifting day to share the joy of reading with young community members and enhance the lives of alumni and staff.

Pictured: *Maria Alvarez, Tears Hall, Arthur Townes*



Pictured: *Arthur Townes, Sheila Leonardo*

New Jersey Alumni & Talbot Hall Staff Celebrate A Decade Of Service On MLK Day

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

Four degree weather did not stop the tradition of service to the community, which was upheld on Jan. 21, 2019, when members of New Jersey Alumni Services and staff from Talbot Hall Residential Reentry in Kearny, NJ, joined together to volunteer in honor of Dr. Martin Luther King Jr. Day. Celebrated as a 'Day of Service' in memory of the civil rights leader, alumni partnered with Jersey Cares, an organization that coordinates volunteer efforts throughout New Jersey.

Arthur Townes, Manager of NJ Alumni Services and Sheila Leonardo, EHCA Director at Talbot Hall met with a group at the 13th Avenue School in Newark to do painting and general cleanup. All worked tirelessly to make a difference in the appearance of the school hallways. After a few

hours of work, the group left the school with a new clean look ready for the students returning the next day.

"The GEO Group is dedicated to making a difference for tomorrow, today," said Angela Geisinger, Senior Director, Education & Programs for GEO Care, Inc. "The alumni service division believes in coming together, so that we can grow together. We are honored to give back to our community and overjoyed to be a part of this great day."

This is the tenth consecutive year that Alumni Services has partnered with New Jersey organizations to participate in community service opportunities that help those in need. Prior years alumni and staff volunteered their time to help out in schools, assist at senior centers, help the homeless, and assist with general assignments where help is needed.

"As members of GEO Alumni Services, we understand the importance of giving back to the community," said Arthur Townes. "Today's volunteer efforts took on a special meaning in memory of Dr. King, who believed that change was possible through non-violence and unity. It was our pleasure to help out today and to serve the community in honor of Dr. King."

NJ Alumni and staff are proud to volunteer for service on MLK Day and plan to keep this special tradition going after celebrating its first decade. A busy calendar of community service events is regularly maintained by alumni and staff, including city cleanups, helping at food pantries, back to school drives, and food drives for the holidays.

Napa County CCSC Reentry Roundtable It Takes a Village!

Written By **Karen Graff, Napa County Community Corrections Service Center**

As many of you know, the Eight Guiding Principles of Risk/Recidivism Reduction are the foundation of Evidence-Based Practices (EBP). These principles, developed by the National Institute of Corrections and Crime and Justice Institute, are at the heart of the work we do every day at the Napa County Community Corrections Service Center (CCSC) – from risk assessment to measurement and feedback of service delivery. Although we understand the importance of these principles, and ensure staff are formally trained in the delivery of them, we also know that the stability factors and needs of our participants cannot be met solely by us – it takes a village! That’s why the Napa County CCSC developed and implemented a Reentry Roundtable where multiple community and agency partners, including a probation liaison, come together every two months to discuss opportunities that are available to the participants we serve in common.

Principle number six, “Engage Ongoing Support in Natural Communities” was the catalyst

behind the development of the Reentry Roundtable and is an important factor that not only supports successful community reentry for participants but also aids in the goal of increasing community safety and lowering recidivism. The mission statement for the Reentry Roundtable is:

“To promote community-well-being and lower recidivism by assisting justice-involved and at-risk individuals to successful community reentry through strength-based partnerships”

Napa County CCSC and its partners have made it their goal to ensure support and protective factors for the participants so that we can fulfill this mission. We come together to discuss all the available resources we each provide: Cognitive behavioral intervention, housing help, veterans services, substance abuse and family services, LGBTQ support services, Spanish resources, employment resources, educational support from

the local community college, literacy and tutoring from the local library including ESL for our Spanish Track, and more. The meetings have been such a success that the word is getting out and more partners are attending each time the Reentry Roundtable is held.

It is my experience that our participants enter the program with a small bit of hope that somehow we can help them do something different with their lives. I hear many of

them say they are tired of their old life and the revolving door of incarceration, but they just don’t know where to start and they become easily overwhelmed. It is only through these community partnerships and the selfless individuals invested in providing the help that is needed, that we become an integral part of what we all started this work for in the first place – *“Changing Behavior, Changing Lives!”*

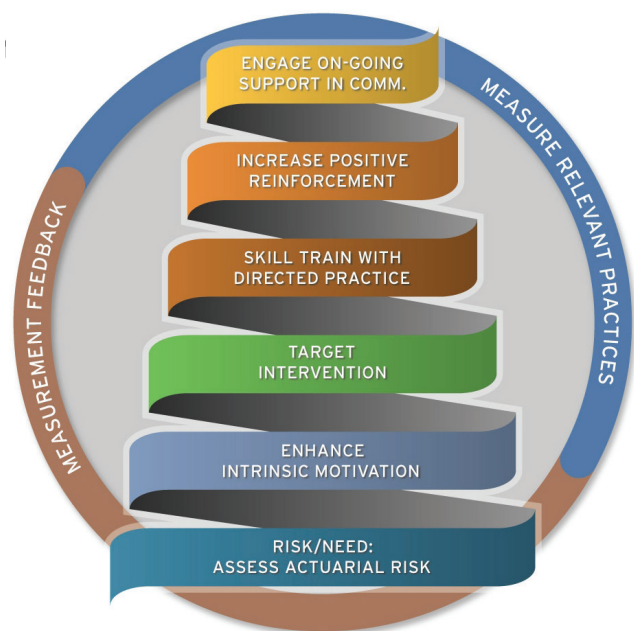


Image source: *Implementing Evidence-Based Practice in Community Corrections: The Principles of Effective Intervention*. National Institute of Corrections, 2004

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