

GEO World

A GEO Publication for Employees and their Families.

3Q
2014



CONGRATULATIONS
2014 EMPLOYEES
OF THE YEAR

19 FIRST GEO CERTIFIED
PREA AUDITS

22 NATIONAL WALKING DAY

31 PARTNERING TO COMBAT
HUMAN TRAFFICKING

Chairman's Letter

George C. Zoley

Chairman, CEO and Founder



"Our continued growth and industry leadership is underpinned by the dedication and professionalism of our growing workforce."

To the GEO Family,

The first half of 2014 has brought several important growth milestones which have continued to strengthen our position as the world's leading provider of diversified correctional, detention, and community reentry services.

In early April, we announced the reactivation of our company-owned, 300-bed McFarland Female Community Reentry Facility under a new contract with the California Department of Corrections and Rehabilitation, which includes a provision for a 300-bed expansion to be developed within 12 months upon the state exercising this option. This important contract is expected to generate approximately \$9 million in annualized revenues.

Additionally in May, we announced a 640-bed expansion to our company-owned, 1,300-bed Adelanto Detention Facility in California under an amendment to our existing contract with the City of Adelanto, which in turn has a

contract with U.S. Immigration and Customs Enforcement for the provision of detention and transportation services. GEO will finance, develop, and manage the \$45 million expansion, which will increase the facility's total capacity to 1,940 beds and is expected generate approximately \$21 million in additional annualized revenues when it is completed in July 2015.

These important milestones followed several new project activations during the first quarter of the year. In Florida, we assumed management of three existing facilities under contract with the Florida Department of Management Services totaling 3,854 beds and \$56 million in expected annualized revenues. In California, we completed the activation of 1,500 company-owned community correctional beds with the reopening of our Central Valley and Desert View Modified Community Correctional Facilities and the expansion of the contract capacity at our Golden State Modified Community Correctional Facility, which on a combined basis are expected to generate approximately \$33 million in annualized revenues.

In Texas, we expanded the contract capacity of our company-owned, Rio Grande Detention Center from

1,500 to 1,900 beds under our existing agreement with the U.S. Marshals Service. Following this contract capacity expansion, the center will house detainees for the U.S. Marshals as well as U.S. Immigration and Customs Enforcement.

Our GEO Reentry Services division activated six new day reporting centers in Pennsylvania which are expected to generate more than \$5 million in annualized revenues. Additionally, in the state of California, we recently activated seven new day reporting centers, bringing our total number of day reporting centers in the state of California to 22, in order to support state and county initiatives aimed at helping offenders reintegrate into the community and reduce recidivism.

Our continued growth and industry leadership is underpinned by the dedication and professionalism of our growing workforce. Please join me in congratulating our colleagues who have been recognized as 'GEO Employees of the Year' and thanking the thousands of GEO employees worldwide who commit themselves daily to providing high quality services and making a difference in the lives of those entrusted to our care.

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Congratulations to Chanthal Harris from Northstar Center for receiving the 2014 Women In Leadership Award.

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The Family Days presented at the Kutama Sinthumule Correctional Centre have not only become the pride and joy of the facility but also the highlight in the everyday lives of the offenders.

33 Abraxas Marienville Aids Local School Districts

Local School Districts sought the support of Abraxas Marienville to enhance their outreach efforts around drug and alcohol prevention.

**EOE AA
M/F/Vet/Disability**

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2014 WARDEN OF THE YEAR Tracy Johns



■ *D. Ray James Correctional Facility*

"Warden Johns demonstrates leadership by example in his commitment to his employees."

In June 2012, Tracy Johns was appointed Warden of D. Ray James Correctional Facility (DRJCF) in Folkston, Georgia. Previously, he had a distinguished 28-year career with the Federal Bureau of Prisons (BOP). During his tenure with the BOP, he served in various capacities starting as a Correctional Officer and working his way up the ranks to include an appointment as Correctional Services Administrator in Washington, D.C. and Warden of three different institutions.

In September 2013 under Warden Johns' leadership, the D. Ray James Correctional Facility received its first award fee since the contract began based on the BOP Self-Assessment evaluation. The 2012-2013 Contractor Performance Assessment Period (CPAR) for DRJCF revealed continued improvement in every rated category by the client and validated the sustained level of performance with regard to contractual requirements. Additionally, during Warden Johns' tenure, DRJCF received its initial accreditation from the American Correctional Association (ACA) on January 23, 2013, with a score of 100% compliance with all applicable standards with high comments from the ACA Auditors regarding excellent sanitation and competence of staff, with special noteworthy comments in areas of programs, food service and medical. Also, DRJCF

received the initial accreditation with a 100% score from the Joint Commission in recognition of compliance with health-care requirements.

Warden Johns demonstrates leadership by example in his commitment to his employees. Warden Johns' daily tours of the facility reiterate his philosophy that you manage more effectively by walking around and observing staff perform best practices. He frequently states engagement with staff is the key to enhancing good correctional practices and communicating with the front line staff.

D. Ray James Correctional Facility was invited to participate in a National Mock Exercise sponsored by the BOP in August 2013. During this exercise, all of the facility emergency response disciplines were successfully tested. This success is due almost solely to Warden Johns' foresight and vision, not just for the facility, but operations that could be shared and implemented at other GEO Facilities.

Warden Johns is a native of Marion, Illinois and is married to Jan Rhea Johns, his wife of 28 years. They have two sons, Matthew and Casey, with whom they enjoy spending time together. Matthew graduated from Western Carolina University with a Bachelor's Degree in Criminal Justice, and is currently employed as a Detention

Officer at Forsythe County Sheriff's Office in North Carolina. Casey earned a Bachelor's Degree as a Physical Health Specialist from Eastern Carolina University in May 2014, with plans to obtain his Doctorate Degree in Physical Therapy.

Warden Johns enjoys sports and is very passionate about his St. Louis Cardinals and Kansas Jayhawks! He believes in giving back to the community as he recently participated in a Cross-Road Bicycle Event to raise awareness for organ donations.

Warden Johns' hard work, dedication, high expectations and enthusiasm are evident every day as he leads D. Ray James Correctional Facility with excellence! Congratulations, Warden Tracy Johns, Warden of the Year!



**2014 EASTERN REGION EMPLOYEE OF THE YEAR
& MINORITY OF THE YEAR AWARD RECIPIENT**

Evangeline Dye



■ D. Ray James Correctional Facility



"Evangeline has become synonymous with perfection in the area of Food Service."



Evangeline Dye joined the GEO Group team in November 2007, serving as Food Service Manager at Robert A. Deyton Detention Facility. In January 2012, Evangeline transferred to D. Ray James Correctional Facility (DRJCF). Evangeline had assisted Food Service as a temporary duty assignment staff member intermittently in 2011, thus, she was familiar with the facility and the staff. She jumped right in and started correcting the non-compliant issues!

In February 2012, Food Service operations underwent a Client CFM Audit and had numerous findings. Having only been at DRJCF one month, she lacked the appropriate time to check all the issues. Evangeline vowed that the next time the facility had a CFM audit, Food Service would receive a 100% score.

Evangeline mentored her employees to do a complete make-over of the Food Service area; she implemented new ways of processing paperwork, ensuring coverage of the food service area, training of staff and inmates, monitoring daily sanitation and cleaning schedules.

In June 2012, under her direct leadership, Food Service Operations received a perfect 100% rating in the CFM Audit. In addition to the CFM, Evangeline was a key player

in the facility earning a 100% American Correctional Association (ACA) score in January 2013. Never resting on her accomplishments, Evangeline again led her staff in receiving zero deficiencies in the April 2013 and April 2014 CFM Audits.

While turning around Food Service and keeping in stride, her team also received 100% compliance scores in the annual Corporate QCP Audits in 2012, 2013, and 2014. Further accomplishments are recognized by the Georgia Department of Health Services on semi-annual inspections of both kitchens in 2012, 2013, and 2014! It is because of these results that Evangeline has become synonymous with perfection in the area of Food Service.

D. Ray James Correctional Facility was among the first to transition to the new Adaco System. Since implementation, she developed a binder system of her documentation which allows her to be "audit ready" at all times and makes any auditing process flow smoothly. Compliments on "best practice" have been made not only by visiting GEO employees, but also by the Client, BOP.

During a staff recall on May 27, 2014 Evangeline was recognized by Dave Donahue, Vice President, GEO Eastern Region who stated, " Ms. Dye emulates all

that a GEO employee should be: professional, focused, deliberate and committed; all while promoting a strong presence of humility, encouraging all around her to deliver operational excellence; I am very proud of her. Ms. Dye was not only recognized as being the 2014 GEO Employee of the Year, but also received the Minority of the Year Award for her incredible leadership qualities. The Minority of the Year Award is provided by our brokers, USI, and she was the recipient of a \$5,000 check."

Evangeline enjoys home cooking and ball-room dancing. In 2013, she took a vacation to Italy and by having a friend that was a Cardinal, she and her children actually stayed at the Vatican. Evangeline is a single mother with two children (widowed when her children were small); she devotes her time to her career and her family. She has raised both her children and cared for her mother while still having the challenges of maintaining Food Service. Both her children are now in college, each receiving a full academic scholarship.

Evangeline's enthusiasm, grace and charm in concert with her deep, emotional caring for her career, her co-workers and the Food Service Staff are second to none.



2014 CENTRAL REGION EMPLOYEE OF THE YEAR

Bonnie Valles



■ Reeves County Detention Center I/II

"I live for a challenge. I am motivated by sharing what I know with others who want to learn."



The Reeves County Detention Center (RCDC) I/II is honored to have Ms. Bonnie Valles, Education/Program Director, represent the institution as one of The GEO Group employees of the year. Bonnie has proven herself to be an exceptional leader and role model for all staff. She has excelled as the Education/Program Director, providing oversight in the education, vocation, substance abuse, recreation, craft and religious service programs at the facility since November 2007.

Bonnie was born and raised in Pecos, Texas, graduating from Pecos High School in 1982. Following graduation, Bonnie attended Sul Ross State University in Alpine, Texas, achieving her Bachelor of Science Degree in Physical Education, with a Minor in Business Administration in 1986. After graduating from Sul Ross State University, Bonnie returned home, accepting an employment offer as a Juvenile Probation Officer. Bonnie reflects on that period as her first experience dealing with, and managing, offenders.

In 1999, Bonnie began to long for the comforts of home and returned to Pecos, beginning her career in Corrections as a Correctional Officer at RCDC I/II. Continuously seeking advancement opportunity, she was promoted to an inmate Academic Instructor in the Education Department in 2001. Having exceeded all expectations and excelling in the department, Bonnie was awarded the prestigious honor of RCDC I/II Employee of the year in 2006. When the opportunity presented itself, Bonnie applied for, and was selected to, her current position in November 2007.

Following the RCDC I/II disturbance of 2009, the majority of the facility was destroyed. Bonnie and her staff were left without classrooms, supplies or lesson plans; her departments were a total loss. For the first six weeks following the disturbance, as operations began to return to

normal, Bonnie and her staff were tasked with recreating all of their programs from the ground up, with limited resource or work space. Bonnie and her staff did an exceptional job in recreating everything while continuing to provide quality programming to the inmates through innovative scheduling and pooling of available resources. Visitors to Bonnie's department are always impressed with the appearance, atmosphere and organization.

In addition to her regular duties, Bonnie serves as an Inmate GED instructor for Odessa College at the facility two nights a week. When asked why she does it, Bonnie says, "I am a self-proclaimed workaholic who sometimes gets consumed by my job, but I live for a challenge. I am motivated by sharing what I know with others who want to learn. I am a devout Catholic with strong christian values and work ethics."

When away from work, Bonnie enjoys spending her time at the gym, watching movies, traveling and spending quality time with family. Although never married, Bonnie has enjoyed a fulfilling and fun filled life in the company of her parents, Jesse and Sophia Baeza and her best friend of 15 years, Suzi Brizzi.

When asked how she felt about receiving the honor of GEO Group employee of the year, Bonnie said, "I was surprised. I am very happy, yet humbled at the same time. It is an accomplishment, and I am very proud, but I must give thanks to my staff, I couldn't have done it without them."

We can't express our gratitude enough, or think of a more deserving person for this honor. Bonnie's dedication and loyalty to RCDC I/II, the GEO Group, her staff and her family is second to none. She is an exemplary employee who requires little or no oversight and is deserving of this award. Congratulations Bonnie, we are proud of you.



2014 WESTERN REGION EMPLOYEE OF THE YEAR

Maria Partridge

■ *Western Region Detention Facility*



"Maria stays on top of all aspects and requirements placed upon of her."



The Western Region Detention Facility (WRDF) is very proud to have Maria Partridge, HR Specialist as Employee of the Year. Maria started her career as Receptionist in October of 2001. With constant superior work and commitment, she was promoted to Payroll Specialist in 2002 and then to her current position as Human Resource Specialist in 2005. While the list of the functions and responsibilities for this role seems never-ending, Maria stays on top of all aspects and requirements placed upon of her.

Maria was born in Mexico, immigrated to the USA when she was a small child, and was the fourth of seven children. She was raised in a low-income part of San Diego with poverty and violence around her daily. Through this, her gifts of family, love, and personal strength molded her into who she is today. These memories drive her professional career and give her strength as a mother and wife.

You would like to think once Maria leaves her work behind, she would have the luxury of a little relaxation, but as the mother of three boys (aged 4, 7, 11), that is not the case. Both she and her husband Chris, who is also an employee at the facility, are kept busy with school, sports and family activities. "I am very fortunate

to have a fantastic team around me, both professionally and personally" says Maria. "It makes managing the challenges of work and life so much easier. Though, not always easy," she adds.

Somewhere Maria also finds the time to further her education, pursuing a Bachelor's Degree in Business Management and expects to complete this in 2016. She enjoys the opportunity to learn and looks forward to new challenges ahead.

Maria and her whole family, children included, spend a half day each month cleaning public trails and open areas. She is a regular attendee to her Catholic Church and is active in the faith based community and related events. She also supports many local 5K events showing her further commitment to the San Diego community she loves. "I am very fortunate to live in such a wonderful and diverse community," says Maria. "I enjoy doing what I can to give back," she adds.

Maria's pleasant personality, commitment to excellence, and support of the facility is always welcomed and appreciated. The leadership and staff at WRDF could not be more proud to congratulate Maria on her selection as Employee of the Year.





2014 WESTERN REGION OFFICER OF THE YEAR

Robert Brown



■ *Northeast New Mexico Detention Facility*

"His dedication and caring heart is an inspiration to everyone"

Correctional Officer Robert Brown has been a dedicated employee with the Northeast New Mexico Detention Facility (NENMDF) since 2008. He graduated from the 2nd Academy, Class 255. He has proven time after time that NENMDF and The GEO Group are fortunate to have him. He consistently takes on tasks without ever complaining. His dedication and caring heart is an inspiration to everyone and anyone fortunate enough to make his acquaintance.

His home is more than an hour away, but you will find him in the lobby an hour before his shift starts whether rain, snow, sleet or tumbleweeds. He has exceptional people skills and is always ready to let you know a good old fashioned cowboy/country saying or joke (always clean!).

He has a special bond with the facility that no one else has; he built it. Before becoming a Correctional Officer, Robert was a welder and welded much of the facility to include all of the Segregation Unit. He keeps an eye on the structure of the facility and is always ready to advise when something does not look right or when something needs attention.

Robert takes a personal interest in his coworkers which in return builds morale and makes everyone a team player.

Officer Robert Brown is truly appreciative of the honor of being named the Officer of the Year and everyone at the Northeast New Mexico Detention Facility is thrilled that he is being recognized.





2014 EASTERN REGION OFFICER OF THE YEAR

Jorge Alvarez

■ South Bay Correctional Facility



"He is recognized by his peers as a hard worker who is extremely dedicated to the success of the overall operation."



Jorge Alvarez began his career at the South Bay Correctional Facility in 2009, after working at a sugar plant for 16 years. Jorge is a two-year veteran of the United States Navy as an Airman and a member of the Auxiliary Security Force. He credits his grandfather, his mentor and role model, for his old-fashioned family values, which are the foundation of the quality of his character.

Jorge joined corrections determined to provide a better quality of life for his family. He was assigned as K9 Officer, Vehicle Sallyport Officer and outside grounds Officer before being promoted to Sergeant in March 2014. He is recognized by his peers as a hard worker who is extremely dedicated to the success of the overall operation.

With an impeccable work ethic and a professional demeanor, Jorge far exceeds all job expectations. Jorge is always willing

to accept collateral duties that contribute to the success of the facility. Supervisors often seek Jorge's assistance for special projects that need to be completed expeditiously and effectively. Jorge always responds, "It will be done," with a smile.

When the work day ends, Jorge is eager to go home to his wife Jimaria and 16-year old daughter Shayla. But once family dinner is over, he is out grooming and playing with his Pittbull Terriers, which he breeds.

When asked what it meant to him to have been chosen for this award, Jorge simply stated, "Working in a prison is demanding and stressful, but I credit my family and their support as the key to my success." The South Bay Correctional Facility is proud to have Officer Jorge Alvarez as a member of our family.



2014 CENTRAL REGION OFFICER OF THE YEAR

Sheila Vaughn



■ Lawton Correctional Facility

"With an impeccable work ethic and a professional demeanor Sgt. Vaughn exceeds all expectations."

Sheila Vaughn graduated from Frederick High in 1984. Before beginning her career with The GEO Group, Sheila was employed with Metzeler/Hennigeses. In 2008, Sheila applied for a position with the Lawton Correctional Facility and was hired on April 28, 2008, as a Correctional Officer.

With her security experience and background, she has been able to provide support to the Shift Lieutenant in the day-to-day operations. Her willingness

to take collateral duties is a catalyst in the facility's consistent success. Sheila is recognized by her peers as a hard worker who is extremely dedicated to the daily success of the overall operation of the facility. Because she has excelled at her assigned duties, Sheila received the Employee of the Month Award in December 2013.

Sgt. Vaughn has earned the respect and admiration of everyone including staff, the offenders and clients for her outstanding performance. With an impeccable work ethic and a professional demeanor, Sgt. Vaughn exceeds all expectations.

While the requirements of a Housing Unit Sergeant for two separate independent Housing Units, consisting of a population of 612 offenders are challenging, Sheila has a keen ability to multitask, with a no fail approach. Sheila has the "Knowledge, Skills and Ability (KSA)" to handle any situation that may arise.

Although Sgt. Vaughn is an important member of the team, one of her most important attributes is not work related. Those of us, who really know her, admire her dedication to church, family and friends. During Sheila's free time, she enjoys cooking, watching television, attending church at The Church of The Living God, and spending time with her family; husband Gerald, daughter Sharonaka, son ShaCoby and her father, Curtis. In addition to being a mother, Sheila is a proud grandmother of seven grandchildren which she enjoys spoiling at every opportunity she gets.

We are honored to be able to work and spend time with Sgt. Vaughn. She has been and continues to be an outstanding performer at the facility year after year.





2014 GTI OFFICER OF THE YEAR

Vadim Filippov

■ Aurora Detention Facility



"His confident demeanor and good communication skills have assisted in these high-profile transports."

Congratulations to Vadim Filippov on his selection as GTI Officer of the Year. Mr. Filippov began his career with GEO as a Detention Officer on March 16, 2009 at the Aurora Detention Facility. He was selected as a driver in GTI on June, 15, 2009. Mr. Filippov is married and has children. He has a degree in criminal justice and graduated from the Colorado Police Academy.

Mr. Filippov has a unique success story as an immigrant from Russia. At 16 years of age, Mr. Filippov immigrated to the Denver, Colorado area and did not speak the language or know the American customs. He worked hard and completed his High School education and quickly learned the language. Through his hard work and determination, he is now an outstanding employee with The GEO Group at the Aurora Detention Facility.

Mr. Filippov is an experienced security oriented GTI Officer who ensures maximum custody U.S. Marshal inmates are timely and securely transported to and from court on a daily basis. He is often utilized as the lead GTI Officer in transporting former BOP Administrative Maximum, ADX Florence, inmates for our U.S. Marshal client.

As a member of our U.S. Marshal GTI team, Mr. Filippov has displayed excellent communication skills with often difficult maximum security inmates. A majority of these inmates have been in the system for many years incarcerated at U.S. Penitentiaries and/or in maximum security facilities with significant criminal histories and escapes. They are observant and look for weaknesses in transportation methods which is traditionally the most insecure part of incarceration. His confident demeanor and good communication

skills have assisted in these high-profile transports. Mr. Filippov has demonstrated outstanding security qualities and abilities in transporting maximum security, high-profile inmates. He ensures that he researches all available information on these inmates prior to transport. He displays security awareness and skills that these inmates observe which encourages compliant behavior during transports. He is an expert in searching and applying restraints, and continues to train other facility staff in the proper application of restraints. Mr. Filippov's display of transportation procedures, application of restraints, searching and direct communication with inmates, continues to serve as a deterrent.

In addition to his supervisor utilizing him on these maximum security transports, the U.S. Marshal client supervisor often requests Mr. Filippov specifically for transport. His daily efforts ensure that maximum security inmates are transported timely and securely to their scheduled court appearances enhancing our clients trust in GTI Transport and the Administration of Justice.

He is also an active member of the GTI airlift team and has been deployed on several occasions this past year. Specifically, he assisted in the airlifts of the Hudson, Colorado facility. These missions to deactivate the facility and transport the inmates back to their home state of Alaska were completed in a timely and secure manner. Due to his extensive knowledge, skills and abilities in detainee transport, he often trains other facility staff in detainee escort and transportation.





2014 SPECIAL RECOGNITION AWARD

Kari Wessinger



■ D. Ray James Correctional Facility

"She has demonstrated the highest level of tireless pursuit of excellence in all tasks assigned."



Officer Kari Wessinger is a native of Callahan, Florida, who began her employment at the D. Ray James Correctional Facility in Folkston, Georgia, in April 2011, with the Keefe Corporation in the institution's Commissary operation. In August 2011, she became a member of the GEO team accepting a position as Correctional Officer.

During 2013, Officer Wessinger developed exemplary, creative and innovative automated applications that have dramatically improved access to critical emergency data in the D. Ray James Correctional Facility Emergency Management data base. This system has proven exceptionally effective in a complex national scenario with the Bureau of Prisons in August 2013. Based on these programs' superior effectiveness, Officer Wessinger was invited to install the Emergency Management System at three other GEO facilities in the Eastern Region during 2013. Officer Wessinger has been assigned, at the request of local Emergency Management officials, to assist local Law Enforcement with development of similar data illustration programs for local community schools and government buildings.

Officer Wessinger has developed annotated building diagrams for Prison Rape Elimination Act (PREA) vulnerability assessment utilization. This visual information template utilizes detailed site information illustrations which allow Correctional Officers to quickly and effectively familiarize themselves with critical areas of their assigned posts.

Officer Wessinger has additionally developed interactive local Correctional Officer Post Orders and a computer based Officer Post Log program to "automate" the storage, review and retrieval of information with extensive embedded supportive information. She has additionally designed and trained key staff in Medical Protocol Planning strategies and provided enhanced training presentations which capitalize on the exceptional utility of the information management system. Officer Wessinger designed and produced a full facility Interior Search Guide which details the methods, tools and staffing necessary to plan, assign, monitor and document a complete search of the institution.

Officer Wessinger is active in the community, charitable events, and participates in several fund raising activities, including The Relay for Life.

She participates in local sponsorship athletic events supporting area youth in need of financial assistance for critical medical treatment. She also has a five-year old son, Drayden.

Officer Wessinger has consistently performed all assigned duties at a level of professionalism and dedication to duty that is a positive example for her peers. She is a member of the institution's C.E.R.T teams and serves as a Firearm Instructor. She has demonstrated the highest level of tireless pursuit of excellence in all tasks assigned since beginning her employment at the D. Ray James Correctional Facility.





2014 SPECIAL RECOGNITION AWARD

Angelica Martinez

■ *Lea County Correctional Facility*



Angelica Martinez was hired as Telephone Monitor Technician in October 2011 at Lea County Correctional Facility (LCCF). Ms. Martinez performs her duties almost always behind the scenes. She spends her days listening to inmate phone calls and recording notes. She is proficient in linking information obtained via telephone monitoring. It may take days, weeks or months of tracking and coordinating but she is diligent and determined. Once she has gathered and pieced enough pertinent information, she provides the intelligence to her supervisors for visitor drug interdiction. There have been numerous successful busts as a result of her commitment and dedication.

Ms. Martinez set up a Narcotic Interdiction Bulletin Board as well as a slide show of pictures of LCCF's busts to be placed in the lobby for all who enter to see. The intent is an outward, visible, deterrent for visitors bringing contraband into this facility.

Her diligence has led to numerous drug busts. During 2013–2014, there were 16 drug busts, 10 of those being in 2014. Eight arrests have occurred in the past 12 months. Ms. Martinez takes pride in her work and responsibilities. She is especially organized and detail oriented. She is always punctual and present for work. Ms. Martinez is very pleasant and willing to help out where she can; always with a smile on her face.

Away from the institution, Ms. Martinez enjoys her family. She is so grateful for her parents and all of their support and influence. Since working at the institution, she has learned just how blessed she has been having positive family relations. She has four older sisters and four older brothers. She is blessed with 11 nieces and nephews and really looks forward to time spent together with them all!

She recently travelled on a pilgrimage for St. John the 23rd and St. John Paul 2nd to Italy with others from her church. She said it was beautiful, serene and just amazing visiting Rome, Assisi, and Florence. She volunteers for different ministries within her church and that keeps her busy.

Ms. Martinez has an associate's degree and is only a few semesters shy of obtaining her Bachelor's Degree in Psychology from the University of the Southwest. She believes once completed she would like to work here amongst our Mental Health Department but her real passion is working with troubled youth.

Ms. Martinez expresses her gratitude to her co-workers for being there for her, especially in the beginning of this would-be intimidating atmosphere. She has remained steadfast and has taken off and become such an asset to the Lea County Correctional Facility and The GEO Group.

"There have been numerous successful busts as a result of her commitment and dedication."





2014 SPECIAL RECOGNITION AWARD

Vernon Neel



■ Riverbend Correctional Facility

"The accolades for his investigative work can be heard from law enforcement agencies all over the state, yet Vernon says he is just doing his job."



Vernon Neel is a humble man. The accolades for his investigative work at Riverbend Correctional Facility (RBCF) in Milledgeville, Georgia, can be heard from law enforcement agencies all over the state, yet Vernon says he is just doing his job. As a result of Mr. Neel's hard work, RBCF is indeed a safer place for all those who work there.

The Milledgeville Union Recorder newspaper recently published a long list of indictments which were a result of Vernon Neel's daily persistence in ridding RBCF of contraband. A letter in Vernon's personnel file from the Ocmulgee Judicial District cites their ability to prosecute 100% of his cases as a result of his diligence to present well-organized and detailed cases that require no additional investigation.

Derek McKinney, the State of Georgia Security Threat Group (STG) Coordinator, credited Vernon's "remarkable eagerness" with assisting them in accomplishing their goal of validating, monitoring, and sharing information of gang members in the facilities as well as on probation. It is no wonder that Vernon Neel was named the RBCF Non-Security Employee of the Year for 2013!

Vernon has proudly called GEO his employer since 2011, but his history in corrections spans decades. Undoubtedly, his work with the Federal Bureau of Prisons leading Special Operations Teams, serving as an expert witness, acting as a legal liaison between the Bureau and Atlanta Federal Courts, and partnering with the United States Marshals to move inmates into the Federal Witness Protection Program honed the investigative skills that are being honored with a GEO 2013 Special Recognition Award.

It can be said that none of us is as smart as all of us. These are words that drive Vernon to continually train the staff at RBCF to improve their ability to write Serious Incident Reports, gather intelligence, collect and preserve evidence, and document use of force incidents. The Security Major at RBCF praised Vernon Neel's ongoing training with members of the CERT Team saying their shakedown, collection of Security Threat Group (STG) intelligence, and interview skills have greatly improved under Neel's tutelage.

Dedication to doing what he loves is also evident in Vernon's time away from his job. Since 1975, he has assisted the Scout Master with Boy Scout Troop

693 in Milledgeville. For nearly forty years, Vernon has helped the Scouts learn about sports, crafts, science, trades, and future careers to earn their way towards Merit Badges. Being an outdoorsman, Vernon also leads high adventure trips teaching the young Scouts how to survive in the wilderness.

Vernon is a devoted husband of 34 years, a father of three, and now a grandfather. He lights up when speaking of the grandson that was born earlier this year. He looks forward to sharing his love of the outdoors with his grandson, and says he's waiting for the day he can take him fishing.





2014 UK EMPLOYEE OF THE YEAR

Bryan Hoffin

■ *Dungavel House Immigration Removal Centre*



"Bryan's passion for the job and professionalism are an example for others to aspire to."

The Employee of the Year for The GEO Group UK Ltd has been awarded to Welfare Officer, Bryan Hoffin from Dungavel House Immigration Removal Centre. Bryan is 34 and started at Dungavel in July 2002 as an Operational Support Officer before qualifying as a Detainee Custody Officer in November 2004. Just over 12 months ago, Bryan was appointed Welfare Officer for Dungavel.

In order to enhance the support available to detainees, a new induction process for all arrivals was devised and implemented within the Centre. Bryan was instrumental in its creation and the way it was woven into the daily routine. This was complemented with a revised induction booklet and meet and greet process, allowing smooth integration into daily life.

Bryan, and his team, take a lot of time during the induction of every new arrival because a large percentage of new admissions are in detention for the first time and are naturally nervous initially.

It is therefore imperative that Bryan and his team understand the new arrivals, so that they know we will treat them with respect and ensure they are safe and secure whilst at Dungavel. An important part of Bryan's role is preparing detainees for release and assist them in resettlement. This is achieved through heightening awareness of the facilities available in the community. So far this year Bryan and/or his team have inducted 1,070 detainees and prepared 1,042 detainees for transfer, removal or release.

Bryan has previously been awarded Employee of the Month at Dungavel and regularly receives nominations from his peers. This is due to his work ethic, determination to go the extra mile, commitment to see a job through to completion and the assistance he provides to his colleagues. He acknowledges that the greatest satisfaction he gets is when a detainee leaves his office smiling, a sign of a job well done.

Dungavel Centre Manager, John McClure said, "I believe Bryan's dedication, pas-

sion for the job and professionalism are an example for others to aspire to, and I am proud that he has been recognised for his achievements".

Joanne Henney, the Chief Operating Officer of The GEO Group UK Ltd added, "Bryan has been recognised by the Home Office, Inspectorate, his colleagues and detainees for his achievements in improving the service we provide to those in our care. He continually goes the extra mile to assist others and I am delighted to recognise his performance with this award."





2014 AUSTRALIA EMPLOYEE OF THE YEAR

Gerome Brodin



■ Junee Correctional Centre

"Every idea presented by Gerome is not only innovative and culturally sound, but also embraces our corporate philosophy."

A strong focus on developing meaningful relationships with local community groups and encouraging them to play a role in detainee rehabilitation is one of the key reasons that Junee Correctional Centre's Gerome Brodin has been named the 2014 GEO Employee of the Year. A cultural advisor at Junee, Gerome has been instrumental in increasing the levels of community engagement with the Centre over the past 18 months.

"We are showing members of the community what the detainees are doing and highlighting the fact that GEO is focussed on education, employment and cultural programs designed to prepare detainees for their release," he said.

Gerome worked in abattoirs for 15 years before moving into the corrections industry in 2004. Of Samoan heritage, he grew up in New Zealand and has great respect for the diverse culture groups inside the Centre.

The cultural centre at Junee Correctional Centre is known for its striking appearance due largely to the magnificent artwork that adorns the walls, but it is the programs that are run from the centre that make a difference. These include programs in art, music, health, fitness and literature, and Gerome is constantly looking to introduce new elements.

Over the past 12 months, Junee Correctional Centre has seen the number of detainees participating in cultural centre programs grow. The average amount of time each detainee spent in the cultural centre per visit increased by 37.8% in 2013 when compared to 2012. Community groups who have heard about the engagement program are now contacting Junee Correctional Centre to see how they can get involved.

"Every idea presented by Gerome is not only innovative and culturally sound, but also embraces our corporate philosophy of providing 'Better Corrections, Safer Communities'," said Junee Correctional

Centre general manager Andy Walker. "He is a committed and diligent employee with a proven ability to encourage, motivate and inspire both offenders and staff across a broad range of cultural topics."

"He has also developed great networks within the community and in the process increased the profile of Junee Correctional Centre and knowledge of the work we do to reduce recidivism."

Outside of work, Gerome's focus is on his family — wife Charmaine and children Karinda, 20, Ruby, 12, and Dru, 10. He has a passion for music and writing and has just finished his first novel.

"I love what I do," he said of his role at Junee. "The most rewarding thing is coming up with an idea that works and getting positive feedback from the inmates. It is great when you see that a program is having an impact."

The GEO Group Australia's Employee of the Year ceremony in Sydney also acknowledged three other outstanding finalists from more than 1,300 GEO employees. Niel Davidson from Arthur Gorrie, Alex Poulis from Fulham and Raksha Lutchman from Parklea won plaudits from GEO's executive management team for their efforts.





2014 SOUTH AFRICA EMPLOYEE OF THE YEAR

Reuben Tshivhase

■ *Kutama Sinthumule Correctional Centre*



"His knowledge and skills in Correctional Management have earned him the honor of receiving the 2014 South Africa Employee of the Year."



Reuben Tshivhase was born on January 24, 1970 at Lwamondo Village in the Limpopo Province to the late Mr. Tshitereke Samuel Tshivhase and Johanna Mukumela Tshivhase. Reuben has a strong desire to study as he completed his matric, and then he enrolled at the Makhado College of Education until 1994 where he completed his Teacher's Diploma in Accounting, Economics and Guidance. He started his career in education and lectured at three different schools for 5 years. In 2000, Reuben enrolled at University of Johannesburg where he obtained a Diploma in Economics and Management Science.

His late brother, Nelwamondo, who worked for the Department of Correctional Services told him about working the advantages of following a career in Corrections. Reuben joined SACM in November 2001 as a Unit Manager and participated in pre-service training at the Makhado Air Force Base. He has learned that treating all offenders equally is a cornerstone of good management.

The Training Coordinator at Kutama Sinthumule Correctional Centre, T.P. Gadisi, advised Reuben to continue his studies, and he enrolled at the University of Southern Africa (UNISA) for the B-Tech Correctional Management degree which he obtained in 2011. In the same year, he obtained the Higher Certificate Management at the Foundation for Professional Development.

At UNISA he studied under the leadership of Professor Johan Kriel and completed his research on hunger strikes. He was an ardent student and obtained distinctions in a number of modules. His interest in hunger strikes resulted in Reuben being involved in HRAT sessions at the centre where he could discourage offenders from embarking on a hunger strike and to manage interventions when offenders went on hunger strike.

Reuben married Tshimangadzo Grace Tshivhase in 1996, and they have four girls: Ofhani, 16, Andani, 12, and the twins Tladanga and Mbofho, 7. He is proud of his wife and describes her as extremely

supportive. Reuben spends his free time mostly with his family and enjoys reading and gardening.

He serves as a member of the local Civic organization with the aim of addressing community problems and the facilitation of crime fighting. Reuben is also an active member of the Partnership Committee at his church.

His knowledge and skills in Correctional Management have earned him the honor of receiving the 2014 South Africa Employee of the Year.



2014 BI EMPLOYEE OF THE YEAR

Vong Heu

■ *BI Incorporated Headquarters*



"When asked about the future, with an infectious smile on his face, Vong says he'll never retire."

Due to the Vietnam war, Vong Heu emigrated with his parents in 1977 from Laos to Memphis, Tennessee. In 1983, his family moved to Colorado to be closer to relatives. Vong loved the mountains, which reminded him of the "old country" in Laos.

Vong graduated from Boulder High School. In 1990, he graduated from Colorado Aero Tech as a Certified Airframe and Power Plant Mechanic, and he is also a certified Electronics Technician. He is currently working toward his NATE Certification in the HVACR industry. Vong loves to build and fix things, especially jobs that challenge his ability to solve problems. A very creative individual, Vong is always learning and takes pride in doing every project or job to the best of his ability.

Vong began working at BI in November 1994 as a Manufacturing Assembler and was promoted to Technician. He loves his job at BI because of the friendly working environment that BI provides to employees. Vong supports the entire Boulder BI facility as a Mechanical

Technician. He says, "Everybody is my customer, and to have happy customers, I have to provide good services."

Jock Waldo nominated Vong for Employee of the Year, and described Vong's ongoing commitment to the company and specifically the BI fundamentals, including Operate Efficiently & Safely, Develop Solutions and Check Your Ego at the Door. Vong has created custom fixtures and furniture for the manufacturing floor, saving BI tens of thousands of dollars during his time at BI. Many of the projects Vong does are invisible to employees, in the background, without disrupting business. Most people also don't see the personal favors Vong also does for his coworkers, often on his own time – helping with auto repairs, opening locked cars/doors, delivering or repairing furniture, electronics repairs, etc.

One of Vong's favorite hobbies is to work on cars, and occasionally he will visit the junk yard and pull things apart to learn how they work. Since Vong grew up in Memphis, he learned to love country

music, especially the special meaning you find in the older country song lyrics. Some of his favorite artists include Kenny Rogers, Glenn Campbell, Tammy Wynette, and Loretta Lynn. Vong also loves fishing, but says he can't remember ever having enough free time to go! When asked about the future, with an infectious smile on his face, Vong says he'll never retire.

Vong currently lives with his wife, Mai, in Brighton, Colorado. Vong has seven children; five boys and two girls, ages 7 to 21 years old.





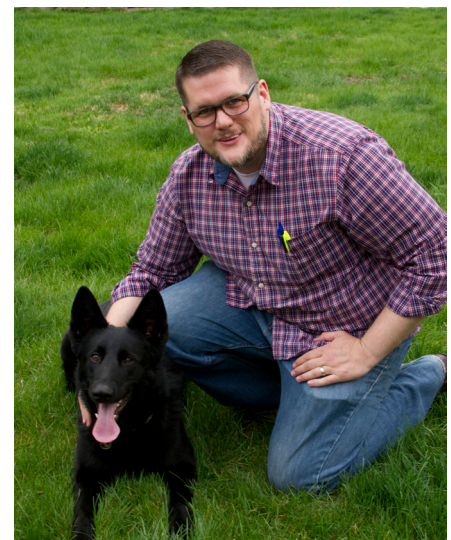
2014 REENTRY SERVICES EMPLOYEE OF THE YEAR

Matt Shoener

■ Luzerne County Day Reporting Center



"He is a "go to" employee within the center and region, not only due to his expertise but for his investment in human opportunity."



Matt Shoener, on a daily basis maintains a caseload of up to 35 clients, to include Cognitive Behavioral Intervention groups and individual sessions for substance abuse. He leads the therapy team to ensure substance abuse Licensing standards from the Department of Health are met.

In addition, Mr. Shoener travelled to Clearwater, Florida to assist in the International Certification & Reciprocity Consortium (IC & RC) in their Job Task Analysis (JTA) for drug and alcohol counselors around the world. This consists of a panel of top experts in the field of substance abuse to help determine the type of material which will be on the examination to become a Certified Drug and Alcohol Counselor (CADC). Mr. Shoener served as the representative for the subfield of forensic substance abuse counseling and provided valuable insights

based on his experiences working at the Day Reporting Center as well as from his graduate studies in Forensic Psychology.

Mr. Shoener has recently been contacted by John Thurston to assist with programming for a potential new GEO prison opening in Australia. Mr. Shoener will contribute his expertise utilizing the Cognitive Behavioral Intervention Substance Abuse curriculum (CBI-SA) from the University of Cincinnati, to help review the proposal with feedback to implement the CBI-SA program in an institutional setting.

Mr. Shoener is a dedicated employee in all aspects of the company, starting as a Client Service Specialist, quickly promoted to Therapist and more recently Lead Therapist position. He is a "go to" employee within the center and region, not only due to his expertise but for his investment in human opportunity.

2014 YOUTH SERVICES EMPLOYEE OF THE YEAR

Karen Medville



■ Southern Peaks Regional Treatment Center



"I strive to listen, challenge, support effort, raise self-esteem, and facilitate the development of new ways of learning."

We are proud to announce Dr. Karen Medville, American Indian Program Coordinator at Southern Peaks Regional Treatment Center (SPRTC) in Canon City, CO, as the 2014 Youth Services Employee of the Year. Since 2008, Karen's passion and vision has led her to developing the Medicine Bear program into a model program benefitting youth through culturally

relevant treatment services. Per Karen, "Our mission is to guide each child in his/her effort to become a strong, healthy bi-cultural native youth who will walk in balance with all of creation. Our treatment philosophy is culturally based on the Medicine Wheel, the Red Road and 12 Steps for Adolescents, integrated with cognitive behavioral therapy."

Karen brings a unique combination of skills and life experiences to SPRTC. Her fifteen years of higher education, nine years as a university professor and work with at-risk youth enabled her to develop a dynamic curriculum for the native youth. She is held in the highest regard by tribal leaders because of her life-long involvement with issues germane to Indian Country and her service on local, tribal and national advisory boards. Karen's experience on the Colorado College Board of Trustees and the American Indian Science and Engineering Board of Directors, further complements her ability to effectively communicate with diverse communities and populations.

With Karen's leadership, Medicine Bear provides structure, close monitoring, and a supportive family-like environment to assist native youth in the development of positive attitudes, coping skills, knowledge, and behaviors necessary to recover from trauma, behavioral problems and chemical dependency. Karen's skills and enthusiasm working with the youth, their families and tribes has greatly impacted Youth Services' ability to improve and grow programming options for native youth.

Using the Native American concept of the Medicine Wheel and a process called concept mapping, Karen has developed a technique to reframe cognitive behavioral programming that is trauma based. Additionally, Karen utilizes opportunities in the community to assist youth with their

treatment journey. Activities such as sage picking and a wiping of the tears ceremony, tipi raising, and Indian tea harvesting are just a few that assist with bringing the lessons to life for the youth. Per Karen, "I strive to listen, challenge, support effort, raise self-esteem, and facilitate the development of new ways of learning." The positive impact Karen's program has had on the youth she works with is unparalleled. Because of her dedication and proven success with Medicine Bear, the facility has recently finished construction of a traditional cultural learning center to further support the program's growth.

Karen earned a Bachelors of Liberal Arts degree (1985) in Biology from Colorado College. Karen earned her Masters of Science degree (1988) in Physiology and Biophysics from Colorado State University, where she studied cardiovascular physiology using electron microscopy to research article naturetic peptide and the adverse effects of lead exposure at high altitudes. During 1989-1995, Karen pursued her doctoral studies at Cornell University where she majored in Environmental Toxicology and minored in Pathology and Pharmacology. Her research focused on the effects of chronic low-level lead exposure in off-spring. Karen has been awarded multiple grants from the U.S. Environmental Protection Agency (EPA) and has served as the principal investigator.

When asked about her experience working at Youth Services, Karen says, "In essence, Medicine Bear is a deep personal calling to serve a higher purpose. The challenges are as diverse and unique as each of the youth. But leadership means embracing these challenges, staying true to my core beliefs, and living my life authentically so that the youth may know in their hearts that the journey is shared and that we walk this path together."





WE'RE THE FIRST!

NINE GEO FACILITIES PAVE THE WAY FOR CERTIFIED PREA AUDITS

Written By **Dawn Zobel, Western Region Office** & **Phebia Moreland, Corporate**

After a year of preparation, the first GEO Certified PREA Audits were conducted the week of April 28, 2014, at the Guadalupe County Correctional Facility (GCCF), and the Northeast New Mexico Detention Facility (NENMDF). Both facilities were certified PREA compliant on May 28, 2014, meeting 100% of the standards. Both facilities demonstrated they have quality programs in place, strong client partnering and seamless integration of the PREA protocols throughout their respective operations. Phebia Moreland, PREA Director, and other Corporate and Regional staff were also onsite to observe the audit process at these facilities. When asked about the PREA audit preparation process, GCCF Warden Bravo responded, "After everyone understood the importance of PREA and that we were going to be the first in the company, everyone got on board. Amy Campos and Bernadette Velasquez, PC Managers, did an awesome job." GCCF met all standards and exceeded two standards related to opposite gender announcements and sexual abuse incident reviews.

NENMDF Warden Hatch offered advice to those down the line, "Make sure senior staff is questioning staff and inmates several months before to determine the level of education. Talk about it every day and post information all over the facility. Wardens have to support the PREA Compliance Manager because staff will be resistant and will need support. I am lucky to have PC Managers Rebecca Hatch and Dan Hutchison, who dove in and got it all done." NENMDF met all standards and exceeded one standard related to sexual abuse incident reviews.

Robert A. Deyton Detention Facility (RADDF) exceeded one standard related to initial risk assessment screening upon arrival and a reassessment within 30 days of initial assessment. Warden Cherry and his staff are truly the first facility to receive 100% compliance with no deficiencies or corrective actions required. Riverbend Correctional Facility exceeded four standards by going above requirements on staff PREA pocket cards, extensive comprehensive inmate PREA education, excellent after action review form and employee background checks being completed annually. At the Central Texas Detention Facility, all standards were met except three related to publishing the annual PREA report on the public website. Reality House Reentry Facility exceeded 12 standards making it the highest number of exceeds standards to date. Marvin Gardens, Leidel and Grossman Reentry Center were audited in June and July. John Watkins, Johnathan Hardy and Mary Gilkey are the respective PC Managers and reports will be issued soon.

There are over 11 facilities that are scheduled to be audited by August 15, 2014. Thank you to the Wardens, Facility Directors, PREA Compliance Managers and staff at all of our "first" facilities for a job well done and special thanks to all of our corporate and regional staff who continue to support our zero tolerance philosophy.

Pictured Top Row: L to R: Riverbend Staff with PC Manager Keith Kelly and NENMDF with Rebecca Hatch and Dan Hutchison, PC Managers. **Bottom Row: L to R:** GCCF Staff with PC Managers, Amy Campos and Bernadette Velasquez, RADDF Staff with PC Manager, Teresa Mims, and Reality House Staff with PC Manager Marko Trevino.

RELAY FOR LIFE

Central Arizona Correctional Facility

Written By **Sheryl Augstums**



Central Arizona Correctional Facility (CACF) was honored to be part of the American Cancer Society Relay for Life, May 2-3, 2014, held at Florence High School. Team GEO was proud to have cancer survivor Sheila Justis as part of our team, along with Team Capt. Sunni Rabago, Susan Ashwoth, Dana Weaver, Jay Lownsberry, Warden Bennie Rollins, Monika Caissie, Ruben Rodriguez and Jacob Techmeyer. Staff raised \$500 in raffle tickets, various baked goods and home grown produce sales. CACF inmates contributed \$700 from fund raisers, and The GEO Foundation made a very generous donation of \$1,000 to help make the event for this very special cause a success.

RELAY FOR LIFE

LaSalle Detention Facility

Written By **Bruce Spence**



We started the LDF campaign with our kickoff meeting held on January 18th and just 90 short days later, we "Rocked it Old School!" Initially our goal was set at \$4,000. We plugged away and everyone kept coming at us with great funding raising ideas.

After a few months, when we tallied up all of our donations and earnings, we sat right at \$6,000 to present to the American Cancer Society! We had doubled the amount raised last year. We are so proud of our team!



The GEO Foundation Supports Education

Written By Garry Ross, Robert A. Deyton Detention Facility

Prior to the opening of the Robert A. Deyton Detention Facility in 2007, The GEO Group made a commitment to the Clayton County Board of Commissioners to support education through an annual \$10,000 scholarship donation for deserving high school seniors accepted into an accredited College or University. Each of the five Commissioners receives \$2,000 to provide financial assistance to college bound students in their districts. On May 14, 2014, Warden Ralph Cherry presented “The Big Check” to Clayton County Commissioner Chairman Jeffery Turner, who commended The GEO Group Foundation for its continued support of education.



Finding Top Talent through Job Optimization

Written By Michele Dobos, Corporate HR

To find top-notch talent and increase traffic to GEO’s career site, we enhanced and simplified job postings’ published titles, descriptions and added important keywords on jobs.geogroup.com and popular career sites such as CareerBuilder, Indeed and SimplyHired.

Job optimization involves analyzing the amount of applications received per job, the keywords searched, and how the jobs compete with GEO’s competitors. The format being used to optimize is based on job seeker behavior. Since the majority of job seekers spend only a few minutes reviewing a job, updated titles and simplified layout will make it easier for them to quickly assess if they wish to apply for the job. These changes assist with job optimization and are yielding better qualified candidates, reducing the time to fill vacancies, and increasing GEO’s online exposure to be at the top in search results.

The enhanced job postings are in the categories of health care, security, programs, food service, and administration. The plan is to continue with other areas throughout 2014. For more information on how to optimize your job postings or improve your recruiting efforts, please contact Michele Dobos at mdobos@geogroup.com or 561-999-5863.



Kale & Strawberry Caesar Salad

Written By Nancy Fennel, Corporate HR, Central Region

As the Company continues to focus on healthy living, I thought I would share this tasty and healthy alternative to plain salads. Shredded Kale Blend makes a hearty salad when paired with toppings such as strawberries & parmesan cheese. This remake of the traditional Caesar Salad creates a flavor layering by tossing kale in a lemon and olive oil dressing with sliced strawberries that were marinated in a balsamic vinegar and olive oil, then combining the two together for a flavor explosion!

Total Time: 20 minutes
Serves: 4

Ingredients:

- Half pound of Marakon Shredded Kale
- 3 Lemons
- 1 lb Strawberries
- 1 cup Pecans chopped
- 1-1/2 cups Parmesan Cheese
- 1/2 cup Olive Oil (divided)
- 1/4 cup Balsamic Vinegar

Instructions

1. Combine 1/4 cup of olive oil and the juice of 3 lemons.
2. In a large bowl toss all the kale with the lemon/olive oil dressing. Let stand 10-15 minutes.
3. Combine 1/4 cup balsamic vinegar and 1/4 cup of olive oil.
4. Slice strawberries into stripes and add to the balsamic/olive oil dressing. Let stand for 5 minutes.
5. Toss all together and Crack fresh black pepper on top.

GEO GOES GREEN FOR OPEN ENROLLMENT!

Written By Louise Williams and Karen Kalfas, Corporate HR



The clock has started ticking toward annual Open Enrollment for the November 1, 2014 Benefit Plan year and there has been a lot of “Buzz” about the GEO Group’s benefits communication portal.

HRinTouch made its debut in time for last year’s annual enrollment and the feedback over this past year was very positive. This employee communication portal is available to all employees, whether enrolled on GEO’s benefit plans or not, and is available 24/7 from any computer, tablet or smart phone.

We are keeping our pledge to “go green” and become paperless. That’s why you can now find everything you need to know about your benefits with a few easy clicks at any time of the day or night. Make it a point to visit the site often so you can be the first to see new communications and hear about updates. HRinTouch also has videos, rates, carrier contact information, Health Care Reform information, GEOfit-for-life messages, 401(k) data, claim forms, important easy to read plan documents and much more.

Just try it once using the links and tabs on the communications portal and you will love how easy it is to navigate. With our upgrades and new enhancements, it will be even easier to use this year than it was last year.

You don’t have to wait until annual enrollment to learn about the many benefits that are offered to you by GEO. Go to <https://geogroup.hrintouch.com> now and see your current benefits now right on the home page!

Can’t find what you are looking for while on HRinTouch? Click the “Ask HR” panel on the Home page to search our frequently asked questions or enter a brand new question.

Need assistance with logging in or enrolling in benefits? Contact the **GEO Benefits Service Center 855-312-7363** (during business hours) or email geogroup@benefitfocus.com. Your local HR Representative can also help.

During Open Enrollment, use the Plan Shopping App to compare medical plan costs and benefits among all GEO Plans:

Plan Cost	Freedom Plan REG	Freedom Plus REG	Freedom High Deductible Plan REG
\$27.58/day period	\$46.85/day period	\$139.30/day period	\$42.41/day period
Tax Savings: N/A	Tax Savings: N/A	Tax Savings: N/A	HSA Tax Savings: \$500.00
Estimated Annual Cost: \$842.38	Estimated Annual Cost: \$1,343.10	Estimated Annual Cost: \$3,721.80	Estimated Annual Cost: \$1,606.65

Then enter you and your family’s estimated annual healthcare spending to find the right plan with the usage estimator:

WOMAN IN LEADERSHIP AWARD WINNER **Chanthal Harris**

Written By **Trey Watson**



When we heard that Chanthal had won the Woman of the Year Award we were very excited and happy for her as well as for the Alaska region. Chanthal started her career at the Northstar Center in 2008, as a part-time Resident Monitor.

Because of her no nonsense attitude and exceptional work ethic, she quickly moved up the ranks; most recently being promoted to Northstar’s Assistant Director. Loren Grayer, Vice-President, Reentry Services Division stated, “The Reentry Division is very proud of Chanthal and the fact she has received the Woman of the Year Award. Chanthal has wisdom well beyond her years and she earns the respect of everyone she comes into contact with very quickly. This hard working, career oriented, young woman has a very bright future in front of her.”

Chanthal has positively impacted the Northstar Center by implementing programs, such as MRT, as well as improving relations with Alaska DOC, the customer. She has fostered open communication, excellence in operations, and streamlined processes. Ms. Harris is a leader who you can’t help but respect as a co-worker, who will not compromise on her goals or values, will not sway on her expectations and will not change who she is due to outside influence. She truly strives to help others, demands nothing but the best, wishes few things besides the betterment of society and never falters when it counts. Congratulations to an outstanding individual and colleague.

POLAR PLUNGE

Special Olympics Colorado

Written By **Adrienne James,**
Aurora Detention Center



It was a cold and snowy day when the brave GEO Aurora employees assembled at the Aurora Reservoir to take part in the Polar Plunge for Special Olympics, Colorado. Brave men and women patiently waited in line for their turn to burst into the frigid 36-degree water. They watched as one man did a backflip and others danced into the water. Then it was their turn. “TEAM GEO,” they yelled and ran into the freezing cold water. Many of us got together and through taco bars, bake sales, t-shirt sales and the donations from family, friends and co-workers we raised over \$3,800. A few weeks later, we all received personal letters from the Special Olympians we sponsored. Now we can’t wait until next year!

HAPPY BIRTHDAY

Written By **Betty Beckham,**
LaSalle Detention Facility



Nine days apart from each other, Warden Cole and Assistant Warden Ramos share a birthday. This year, we presented them with a Texas shaped cake in honor of their Texas heritage. Ms. Lashonda Atkins, one of our employees, baked the two cakes. The staff appreciated her sharing her talent and effort in making their birthday celebration special.



2014 AMERICAN HEART ASSOCIATION

National Walking Day

Written By **Millie Vargas,** Corporate HR

Wednesday, April 2, was the American Heart Association’s National Walking Day. Over 100 Corporate employees walked in ½ hour increments between 11:00am and 1:30pm, and it was certainly worth it. Our Actipeds and Pebbles were off the charts; the number of steps kept climbing and climbing! We estimate that we walked over one million steps that day.

Not only did we walk, but so did many other employees at more than 22 GEO facilities, including the following:

- North Lake Correctional Facility
- Arizona State Prison Florence West
- Salt Lake City Center
- Lawton Correctional Facility
- Southern Peaks Regional Treatment Center
- South Bay Correctional Facility
- South Texas Detention Center
- Hector Garza Center
- Robert E. Deyton Detention Center
- Abraxas Counseling Center
- BI Boulder Headquarters
- Rivers Correctional Institution
- LaSalle Detention Facility

- Queens Detention Facility
- Golden State Modified Community Correctional Facility
- Northwest Detention Center
- Lawrenceville Correctional Center
- Lea County Correctional
- Desert View Modified Community Correctional Facility
- Moshannon Valley Correctional Center
- Central Arizona Correctional Facility
- Adelanto Detention Facility

One of our wellness objectives is to raise awareness of the importance of physical activity and to provide opportunities and incentives for improving your health.

This year, GEO was awarded the “Platinum Award” by The American Heart Association and for the first time ever, we were recognized as a Fit-Friendly Worksites—one of only four companies in the state of Florida—in recognition of the emphasis GEO places on creating a healthy work environment.

Heart disease is the #1 killer in the U.S., and physical activity reduces the risk. Stay in shape, watch your weight, walk, exercise, and eat healthier foods. It just makes sense.



GTI CORNER

Certified Driver Training

Written By Peter Provencher, GTI Corporate



Backing and Maneuvering Skills; and a 50-question comprehensive written test. Along with USDOT compliance/driving instruction, students received four hours of armed Officer Awareness training designed for off-site transportation security details. The students honed their situational awareness and weapon handling skills through the use of GEO's newly acquired Firearms and Tactical simulator. Specially developed scenarios were developed based on the type of threats that face our transportation staff.

Additionally, driver trainer students were instructed on the proper skills to conduct a "Level I - North American Standard (NAS) roadside Inspection," which is an internationally recognized safety vehicle inspection procedure. The course is designed to ensure the safe condition of a vehicle prior to commencing a transportation mission.

GEO's commitment and success of this quality training can be measured by the fact that since GTI's inception in 2008, GTI certified drivers have driven over 22 million miles and transported over 1.3 million detainees/prisoners without an escape or serious accident. GTI's mission statement is to provide Safe and Secure Transportation of Detainees and Inmates with Quality Service Second to None.

During the week of April 21st, GTI Driver Trainer Instructors conducted their annual Certified Driver Training Course. This rigorous course is designed to challenge the driving skills, abilities, and knowledge of attending student Driver Trainer candidates. Upon completion of this intense one week course, GTI trainers certified 21 New Driver Trainers from various GEO Facilities who will instruct and certify new driver candidates in an industry leading 80-hour course consisting of classroom and road driving tests.

This year's classroom training was conducted in the Central Regional Office in San Antonio, Texas by six GTI expert Certified Driver Trainers, James Williams (NWDC), Marcelo Gonzalez

(STDC), Patrick Marion (JCDC), Alexander Satcher (RADD), and Michael Holmes (DRJC), along with Compliance Operation Managers, Patrick Donnelly from Western Region and Peter Provencher from Eastern Region, under the supervision of GTI VP Ed Stubbs.

The GTI training, as required by USDOT, is based on regulations and bylaws governed by The Federal Department of Public Safety Motor Carrier Safety Compliance Division, Department of Public Safety Motor Carrier Bureau, and GEO Policies and Procedures. The training course involved all passenger carrying vehicles such as buses and vans. Students were responsible for passing three sections of the course: Driving Skills/Evaluations;

Northwest Detention Center Celebrates Its 10th Anniversary

Written By Shihpei Stevenson, Northwest Detention Center



On April 23, 2004, Northwest Detention Center (NWDC) opened its door with a head count of 125 detainees under the custody of U.S. Immigration and Customs Enforcement. It's difficult for our staff to imagine now, 10 years later, what a 500-bed facility looked and felt like; as the average head count is quickly approaching 1,500.

To make it an even more special occasion, we celebrated the 10th anniversary in conjunction with the Correctional Workers' Week in May. It was fitting because the NWDC would not be where it is now if it weren't for its dedicated, professional, and excellent staff.

The celebration began with lunch being served all week long for all three shifts: hot dogs, nachos, pizzas, and giant subs filled the week, and an all-facility BBQ on Friday topped the list.

Ten years ago, I had the privilege of being a part of the NWDC activation team under former Warden George Wigen. It takes the right leadership and a diligent workforce to produce an effective organization. The past 10 years has proven to be an outstanding testimony of both the leadership and the workforce at the NWDC. I am looking forward to another thriving 10 years right here at the Northwest Detention Center.



Health Services Administrators Leadership Conference

Written By **Lucie Taylor, Corporate**

The 2014 GEO Health Services Administrators Leadership Conference was held in San Antonio, Texas April 28 – May 1, 2014. Dr. Rivera, Vice President and Chief Medical Officer had an opportunity to share her vision for GEO Health Services as well as give the team insight on new and exciting future initiatives. The Regional Vice Presidents, Dave Donahue, Eastern Region; Reed Smith, Central Region and James Black, Western Region also joined the group on the opening day of the conference. While the two days were packed full of educational seminars, the attendees felt they left with very valuable information and materials. Some of their comments included:

“The presentation and interaction from the upper management staff after just 2 days left the HSAs feeling like we had a common goal to become even stronger leaders. I left with a sense of pride in my company and a desire to have the best medical unit!”
Shannon Dunlow,
Rivers Correctional Institution

“It was great to meet so many other HSAs and discuss ways we can help each other through our experiences. Danny Boyd’s presentation on “how much we are worth” was an interesting look at how much we are entrusted with.”
Jason Wright,
Blackwater Correctional Facility

“The HSA conference was one of the best conferences I have ever attended. I found it very informative on the new changes as well as refreshing on the current processes. The sponsors were great and the food was delicious. I was especially excited when the VPs were invited to attend and they did so. It felt really good to know the health services team is really appreciated.”

Bertha Villanueva, Central Region

“It was the most innovative and educational conference that I have attended. The presenters were very knowledgeable and it has motivated me to be the best HSA I can be”

Dawn Goode,
Lawrenceville Correctional Center

“This has been such an amazing time. I can’t wait to get back to my facility and get started!”

Sharon Macintosh,
Queens Private Detention Center



Mother’s Day Wishes

Written By **Thelma Nornes,**
New Castle Correctional Facility



The offender’s of the HOPE Unit at New Castle Correctional Facility (NCCF) have been very busy over the past month. They were tasked by their Case Manager, Amie Williams, to make a craft for offenders of NCCF to give to the mothers who visited over Mother’s Day weekend. It was decided that wishing wells and paper roses would be made. The participants worked diligently and constructed 100 wishing wells. There were over 200 visitors this weekend and the wishing wells were a huge success. In fact, it was so successful that the HOPE Unit has been asked to construct more wishing wells to be distributed. Crafting Mother’s Day gifts is the HOPE Units’ way of giving back to their community and saying thank you to all mothers.

The offenders of HOPE craft gifts for Mother’s Day every year. Past gifts have been paper roses and handcrafted Mother’s Day cards. HOPE stands for Holistic Oriented and Progressive Environment. Offenders with mental health issues are housed in the HOPE Unit. They are housed with offender program aides who assist with activities of daily living such as reading or writing a letter, going to scheduled medical appointments, sanitation of the unit, as well as just listening. The unit has been up and running since 2011 and has recently expanded to include all of J Unit. The offenders work toward reintegrating to general population in a positive environment.

SPRING 2014

Step It Up With Steve Competition

Written By **Susan Napolitano, Corporate HR**

Spring is the time for daylight savings and baseball spring training. For GEO employees, it was the time for participating in the 2014 Step It Up with Steve Spring Competition, and wow, did they use the extra hour of sunlight to walk! An amazing 504 employees participated in this 6-week competition which ended May 1st. These employees walked an incredible total of **109,128,453 steps** or **54,564 miles**, more than twice the circumference of the earth! The average for the group was 216,525 steps or 108 miles.

Congratulations to **Tiffany Moody**, Executive Secretary from the Lawrenceville Correctional Center who continued her reign as “top stepper” with a total number of 1,886,984 steps walked. Once again, she pulled out all the stops, walked day and night and walked nearly 2 million steps to finish in 1st Place. She received a \$500 gift card. Steve Fuller, Senior Vice President of Human Resources, competed valiantly in his challenge and came in 18th place with an impressive 698,288 steps or 349 miles.

10 dedicated employees hit a million Steps, 3 more than the last competition. These ten incredibly active individuals all received Gift cards and are as follows:

Michelle Kellogg, Correctional Officer, Northlake Correctional Facility; 2nd Place with 1,783,068 steps

Remulos Sacatani, Janitor Supervisor, Western Region Detention Facility at San Diego; 3rd Place with 1,533,134 steps

Gloria Griffin, Correctional Officer, Allen Correctional Center

Juanita Smith, Asst. Warden, Lawrenceville Correctional Center

Hattie White, Correctional Officer, Rivers Correctional Institution

Joseph Walker, Asst. Business Manager, Lawrenceville Correctional Center

Michael Foote, Food Service Manager, Western Region Detention Facility at San Diego

Connie Poynter, HR Specialist, Northlake Correctional Facility

Paula Conner, Teacher, Abraxas I

Seven others out-stepped Steve Fuller with steps ranging from 721,288 to 931,472 and received \$50 gift cards.

It certainly was a fun competition and we saw a lot of teamwork, encouragement and support. In addition, we are seeing many other local competitions “springing” up throughout the company. If you haven’t joined one of these, you’re missing the fun! If there are none where you are—start one on Healthyroads.



Pictured: Steve Fuller celebrating with the top steppers at Lawrenceville Correctional Center. **Left to Right:** Tiffany Moody, Juanita Smith, Steve Fuller, Delesa Curtis and Joseph Walker.



TRAINING PAYS OFF

Written By **Krista Reitz**,
Moshannon Valley Correctional Center



Left to Right: Don McMonigle and Stan Sral.

April concluded Moshannon Valley Correctional Center's (MVCC) mandatory 40-hour Annual Training for all staff, which included a 4-hour block of hands-on CPR/ First Aid training. Here is one example of how important this particular yearly training is and a real life reminder of how our training and education pay off.

On May 5, 2014, in the MVCC food service office, Correctional Officer Stan Sral began to choke on a piece of pizza he was eating. Don McMonigle, Food Services Administrator, was monitoring the lunch meal at the time, when Stan approached him signaling that he was choking. When Don asked Stan if he was choking, Stan replied yes by nodding his head. Don then asked Stan if he needed him to help him, and he again nodded yes. At this time, Don performed the Heimlich maneuver on Stan until the food was dislodged and Stan was no longer choking. Stan was evaluated by the medical department and cleared for normal activity after which he returned to his post, and he finished his shift for the day.

BRING YOUR KIDS TO WORK DAY 2014



This past April, The GEO Group Headquarters celebrated its 5th Annual Bring your Kids to Work Day with a full day of activities. The children learned about health issues with Nurse Practitioner Sue Bulfin, toured a firefighter truck, had lunch with their parents and ended the day with ice cream!

NATIONAL WALK DAY AT ADELANTO

Written By **Liz Lopez,**
Adelanto Detention Facility



Recently, on a chilly April morning, several Adelanto Detention Facility (ADF) staff braved the cool temperatures and windy conditions to participate in the National Walk Day event. Led by Facility Administrator Neil Clark, over a dozen staff joined in together for a 30-minute stroll near the institution. All the ADF employees involved agreed they plan to be involved in this event next year, and are looking forward to other fitness challenges being made available under the Healthy Roads program.

VICTIM'S RIGHTS WEEK LUNCHEON

Written By **Beth Fagenbush & Darlene Wuertz,**
Central Arizona Correctional Facility



On April 9, 2014, Central Arizona Correctional Facility Self Improvement staff members Darlene Wuertz & Beth Fagenbush attended the Governor's Luncheon honoring victims during the Victim's Rights Week. This was held at the Salvation Army's Croc Corps Community Center in downtown Phoenix. Both Ms. Fagenbush and Ms. Wuertz are involved with the Restorative Justice program whereby inmates can purchase outside food and also give back to the community by their purchase.

CAREER DAY

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



Transportation officer Bobby Dunning and Inmate Accounting Clerk Sherwanda Dunning attended Bearfield Primary School career day on May 9, 2014. Students in Pre-K through 3rd grade had the opportunity to learn about various careers. The students were actively engaged.

Bearfield Primary School, offered their sincere thanks to Rivers CI and other community members who attended the Career Day. Students and teachers alike commented on how interactive the professionals were, how much students learned from and enjoyed the visitors, and how grateful they were that community members partner with Bearfield for the betterment of our students.

I FOUGHT LIKE A GIRL AND WON

Written By **Christine Carmichael,**
Robert A. Deyton Detention Facility



We would like to welcome back to the facility and congratulate Nurse Grant on winning her battle with cancer. Nurse Grant bravely fought her battle over the past several months and has now won! She has continued to inspire her coworkers with her faith and peace even in the midst of her own storm. We are a better facility with her! We love you Nurse Grant!

NATIONAL CORRECTIONAL OFFICERS WEEK

Written By **Pat Thomas,**
Western Region Detention Facility



Beginning with a historical perspective, President Ronald Reagan signed Proclamation 5187 designating the week beginning May 6, 1984 as National Correctional Officers Week. This legislation was enacted to recognize the professionalism, dedication and courage exhibited by these officers in performance of those demanding roles deserving of our nation's respect.

Our facility, in recognition of all of our correctional staff, kicked off the celebration week with multiple events to give gratitude and appreciation to the many who fill several roles to keep the peace.

The first event on May 6th was a sumptuous meal for all consisting of mouth-watering St. Louis Style BBQ. The next two days, several healthy fruits and delicious snacks were made available throughout the day and night shifts.

Many staff members gladly volunteered to make this annual event possible. Special thanks to those who worked extensively in the planning, preparation, setup and cleanup of these events. Rosalie Smith, Rosa Valdez, Luz Cellely, Sevilla Cacho and Business Manager Christopher St. Jean made our 2014 Correctional Officers Week a memorable success.

2014 Chief Of Security Conference

Written By **Shad Rice**, Plainfield STOP Facility



The Eastern Region held its first Chief of Security Conference this year at D. Ray James Correctional Facility Training Complex in Folkston, Georgia from May 12th through May 16th.

The mission of this conference was to provide the Chief of Security's with additional leadership training and skills to apply to the workplace. The conference also provided an opportunity for networking of best practices amongst each of them.

The week kicked off with a leadership training session that was presented by Colin K. Dunn and Associates. Colin Dunn delivered the presentation titled, "Leading with Emotional Intelligence!" The presentation delivered several role playing opportunities and objectives that allowed each participant to reflect on their current leadership styles and practices. The program offered each participant the opportunity to take away a set of additional tools to assist in managing and leading their team at the facility level.

Throughout the week, Corporate and Regional Staff joined the conference and delivered presentations covering their select areas. Training sessions included presentations from Vice President Ernest Stepp, Vice President Blake Davis, Vice President David Donahue, Directors Ernie Dixon, Kevin Sidebottom, Julie Owens, Hunter McDonald, Robert Sanchez, and Wardens Scott Middlebrooks and Tracy Johns. Topics presented ranged from The GEO Group Mission and Vision, Work Place Violence Protection and Prevention, SHU Assignments & Training, Performance Appraisals, Labor Controls & Management, Etc.

The training received at the conference was appreciated by all who attended. Chief of Security Roy Davis from the New Castle Correctional Facility stated, "The networking with other Chiefs and discussion of security topics proved to be invaluable. The leadership training provided skills that will assist me in further developing supervisory staff at the facility level!"

WORKING TOGETHER TO PUT PEOPLE TO WORK

Written By Dan Meyer, Golden State MCCF



The reactivation of the Central Valley MCCF facility brought new employment opportunities to job seekers when several communities held job fairs. The collaboration of the Golden State MCCF and Central Valley MCCF staff was notable with positive comments regarding the professionalism exhibited by all GEO staff. With the upcoming activation of the McFarland Women's Facility, it is expected that staff will continue to impress organizers and continue to collaborate with each other to present even more employment opportunities for job seekers of the Golden Empire in the San Joaquin Valley of California.

CINCO DE MAYO

Written By Rhea Cantu,
Karnes County Civil Detention Center



The Karnes County Civil Detention Center (KCCDC) art class made piñatas as part of a Cinco de Mayo thematic unit. Residents were given information about the historical relevance of this day and were encouraged to ask questions. The Programs department created 2-3 day workshops consisting of First Aid classes, Guitar Lessons, and Microsoft Word and Excel classes. The Recreation Officers hold monthly basketball, volleyball, and soccer tournaments. Though the resident's time at KCCDC may be short, the Programs staff aim to provide as much education, recreation, and entertainment as possible!

BUILDING COMMUNITY WEBS OF SUPPORT

Written By Beth Shapiro
South Bay Correctional Facility

South Bay Correctional Facility (SBCF) has demonstrated sincere community support to the surrounding tri-cities of South Bay, Belle Glade and Pahokee. Recent efforts include SBCF participating in the Black Gold Jubilee parade, Academic Teachers became certified teachers in TABE administration, and trash pick-up for Cleanup Day. On April 29, SBCF introduced members of its first Community Relations Board meeting. The purpose of the meeting is to establish a position of community leadership, promote public awareness and education about the facility. SBCF held its first Annual Volunteer Appreciation Banquet on May 3 with Senior Chaplain E. Ojukwu hosting 40 citizen volunteers. SBCF was also invited to attend the Senior Awards Night to present 17 scholarships ranging from \$500 to \$1,000. SBCF will continue to work toward building a strong sense of community to the benefit of individual residents, the greater society, and the facility.



FULHAM FOSTERS “FRIENDSHIP”S

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

The children at the East Sale Kindergarten in regional Victoria are enchanted with the latest addition to their playground — a brightly painted galleon that takes pride of place in the outdoor area.

This year, the kindergarten celebrated 60 years of operation on the grounds of the Royal Australian Air Force base at Sale, where it caters to children of defence personnel and the general community.

For many years, it had been the dream of kindergarten assistant Rosanna Murray that a big ship be part of the children’s playground equipment. She wanted them to have an opportunity to explore the wonderful world of make-believe and have ‘adventures’ with pirates and treasure chests while ‘sailing’ the seven seas.

After several years of unsuccessful attempts to obtain a second-hand boat, Rosanna’s wish finally came to fruition with the help of Fulham Correctional Centre industry manager Ian Riley and the fine efforts of a group of inmates.

During the vessel’s construction, Ian regularly provided the kindergarten with images of its progress and the children’s excitement grew as they viewed each stage.

A number of local businesses also came on board providing paint, materials and screen printing to complete the project. While the colours were chosen by the kindergarten, the colour scheme was left in the hands of Ian and his crew, who everyone agreed have done an amazing job.

Due to its size, the galleon was delivered to the site in three sections, carefully assembled into position and then bolted together with the help of some of the kindergarten families.

The finished structure exceeded the expectations of delighted kindergarten staff and best of all the galleon was ready for the children to explore the very next day.

The official launch of this mighty vessel took place on a perfect autumn day in the presence of a number of parents, supporters and those who had been involved in the project. A container of glitter was used by Rosanna to christen the “FriendShip” — a name chosen as a tribute to the partnership between the correctional centre and the community.

East Sale Kindergarten director Shirley Fyfe was extremely grateful to Fulham Correctional Centre, saying that it will be a most loved and highly used structure and one that many a child at the kindergarten will enjoy in the years to come.

Minister Visits FULHAM CORRECTIONAL CENTRE

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



Fulham Correctional Centre will have the capacity to accommodate an additional 54 prisoners following the announcement by Minister for Corrections, the Hon. Edward O’Donohue, that 18 relocatable accommodation units will be installed at the centre in the coming months.

The Minister recently attended the centre with Corrections Victoria executive members and explained that fitted-out shipping containers, each housing three prisoners, would help accommodate the state’s growing prisoner population. “This will generate up to 20 full-time ongoing jobs once those beds are delivered and up to 40 jobs during construction,” Mr. O’Donohue said.

Fulham Correctional Centre general manager Trevor Craig welcomed the news, saying that once the cells were installed there would be extra positions for custodial, nursing, program and administration staff. “I have a real belief that we’ve got to work hard to resettle people in the community so they don’t reoffend. I’m hoping to set this unit up for violent offenders where we deliver programs, education and industry, working towards that resettlement so they don’t reoffend,” he said. Planning for the installation of the accommodation units and additional infrastructure has begun in earnest and once established they will add substantially to the transitional services provided by Fulham Correctional Centre.

Pictured from left: Corrections Victoria Gippsland regional director Will Crinall, Corrections Victoria commissioner Jan Shuard, GEO Group managing director Pieter Bezuidenhout, Wellington Shire deputy mayor Patrick McIvor, Corrections Minister Edward O’Donohue, Fulham Correctional Centre general manager Trevor Craig & Eastern Victoria MLC Danny O’Brien discuss plans for the new accommodation units.



Arthur Gorrie Correctional Centre Assists Local Community Center

Written By **Sidd Mehta,**
Arthur Gorrie Correctional Centre

Inmates working in the industry workshop at Arthur Gorrie Correctional Centre in Australia have manufactured new furniture and restored existing tables and chairs for the Carole Park Community Centre, which is known as Elorac Place.

A not-for-profit organization governed by a volunteer management committee, Elorac Place's main objectives are to encourage people to participate in identifying community needs, supporting the community and fostering a strong sense of community identity. It also provides a community space and assists people in the Carole Park area who suffer from poverty, sickness, isolation and distress.

A group of Inmates built a set of outdoor seating from recycled pine and hardwood and also refurbished an existing table and seating set that was damaged. The furniture is being used in an outdoor undercover seating area at Elorac Place that is used by both staff and members of the community.



Parklea Family Day

Written By **Peter Maá and Simone James,** Parklea Correctional Centre

Parklea Correctional Centre coordinates two family day events annually which help to promote work/life balance and the importance of family and community support to our employees and organisation. These events provide a very good opportunity to recognise the efforts and hard work by our staff and further provide a team environment which contributes to a good working culture.

For the first time, the surrounding grounds of the Centre were used to host this event. The site offered a picturesque venue that was central to most and provided an excellent area for kids to run around.

The Family Day committee worked tirelessly to ensure the day was a success. A BBQ lunch was supplied with lots of healthy options for both adults and children. Treats such as fairy floss and ice-creams were also available and created a fun carnival/party atmosphere.

The children had a fabulous day making the most of the activities which included face painting, a jumping castle, a petting zoo and pony rides. The crowning activity was the 'Bucking Bull' ride, causing much amusement to staff and visitors alike.



Kutama Donate Computers

Kutama Sinthumule Correctional Centre (KSCC) donated at least 54 computers to three schools around the Makhado Municipality and a centre for the blind. Mr. Lazarus Ncongwane, KSCC's prison director, stated the donation comes as the facility gesture of social responsibility. One of the school's deputy principals at Makhado Comprehensive High School, Ms. Matenzhe Dagada stated, "This gift indicates that SACM (South Africa Custodial Management) believes in education and our pupils. We are living in a world of digital technology where it has become a must for each school to have a well-equipped computer lab."



ANZAC Day

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

Anzac Day at June was celebrated with members of different community groups as well as staff and inmates. A plaque was presented to Helen Robertson, the wife of June Returned and Services League (RSL) Sub Branch president John Robertson, as a thank you for his years of service at the correctional centre. Shane Logan, the secretary-treasurer of the June RSL Sub Branch, was presented with an Anzac painting prepared by inmates. The painting depicted a scene from a previous Anzac Day when a member of the Light Horse Brigade, Connor McComas, came to the centre as a guest speaker and brought in his horse Kokoda. Other community members in attendance were Jeffrey McAlister and Bernadette Walker from the Festival of the Falling Leaf Committee based in the regional town of Tumut. They were presented with two paintings to be used to raise money for the upcoming festival.

PCYC TIME 4 KIDS

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



Samantha Ainsworth and Ali Alam from Junee Correctional Centre participated in the Police-Citizens Youth Clubs (PCYC) fundraising activity known as Time4Kids. Now in their third year on the centre's Time4Kids committee, Samantha and Ali raised \$2,000 for the local PCYC. The money will be used to develop crime prevention programs for local youth.

PCYCs provide affordable, positive, sporting, recreation, social and cultural programs for youth in a safe and accessible environment. Samantha and Ali were pleased with their efforts in 2014 as they almost tripled the previous amount.

ANZAC DAY

Written By **Colleen Bell,**
Fulham Correctional Centre



On April 25th, Fulham Correctional Centre in Australia held its annual Anzac Day service. Anzac Day is a national day of remembrance that recognises Australians and New Zealanders who have served their country in wars, conflicts and peacekeeping operations. This year, the ceremony at Fulham was well attended by approximately 200 inmates and staff. Several staff members and their families came in on their day off for the event. Staff, guests, and prisoners all stood together for a poignant half-hour service.

PARTNERING UP

Written By **Sidd Mehta,**
Arthur Gorrie Correctional Centre



Inmates at Arthur Gorrie Correctional Centre in Brisbane, Australia, have fabricated outdoor furniture to assist in raising much-needed funds for two local Neighbourhood Watch groups (Doolandella and Durack). Four inmates spent two weeks manufacturing a set of outdoor seating from recycled pine. The group work meticulously under the supervision of trade instructor Andy Rocks.

Neighbourhood Watch is an initiative supported by Queensland Police Service and has been operating in Queensland since 1988. It is both a philosophy and an approach to working together as a community to reduce crime and enhance community safety.

SHINE FOR KIDS

Written By **Debra Sanders,**
Parklea Correctional Centre



The purpose of Shine for Kids/ Parent Day is to provide a day where dads and their children can spend time together in a non-correctional setting whilst still engaging and building their relationships with their children. The day had many highlights including the Easter Egg Hunt and the hitting the home-made piñata. Shine for Kids staff and volunteers did a fantastic job with their efforts including the catering and not to mention the relaxing and warm atmosphere provided for both dads and kids.

FAMILY DAYS AT KUTAMA SINTHUMULE

Written By **Sandra Harding,**
SACM Head Office



The Family Days presented at the Kutama Sinthumule Correctional Centre have not only become the pride and joy of the facility but also the highlight in the everyday lives of the offenders.

The first Family Days were presented in 2003. The Family Days were conducted annually and a single day was made available for each of the three prisons. Over the years, the Family Days have become so popular that they now take place twice a year with two Family Days for each of the three prisons. Initially only tents were hired to ensure that shade and shelter was available for both offenders and their visitors. During 2008, permanent structures to cover 375 square meters were erected.

Provision is made for a safe and secure holding space for parcels which is handed in for offenders and three vehicles are used for the safe keeping of visitors' items. Additional staff have to be deployed to collect money handed in by visitors and last, but not least, vouchers for food and refreshments are sold before visitors to the offenders are allowed to enter the facility.

Entertainment includes traditional music, a jumping castle for the children and items performed by the offenders. Photographic equipment ensures that offenders and families have the opportunity for photo shoots.

With one Family Day still to take place (for which a total of 175 bookings have been made), more than 2,300 visitors visited almost 1,000 offenders in 2014. During 2013, more than 11,000 visitors and offenders were involved in Family Days.

Partnering to Combat Human Trafficking

Written By

Jo-Ann O'Neil & Daniel Hooven,
Southern Peaks Treatment Center



Pictured: Clinical Director, Jo-Ann O'Neil engaging in a Haven group discussion.

The Haven at Southern Peaks Regional Treatment Center is a trauma-focused recovery program for young victims of sexual exploitation. On the campus of Southern Peaks, we provide an intensive, therapeutic treatment experience for young trafficking victims through individual therapy, group curriculum, and an array of clinical services. Off campus, Southern Peaks has taken a proactive role in the advocacy for victims of human trafficking. In the past year, Southern Peaks has established itself as an influential and known advocate for the Anti-Human Trafficking movement in the State of Colorado. As such, Clinical Director Jo-Ann O'Neil was asked by the Human Trafficking Task Force of Southern Colorado to be a presenter at their 6th Annual Human Trafficking Symposium. Additionally, Ms. O'Neil represents Southern Peaks as a member of the Denver Anti-Trafficking Alliance Public Policy Committee which collaborated on recently introduced legislation that will bring the State of Colorado more in line with the Uniform Act to Combat Human Trafficking. The bill has passed both Houses and is presently awaiting the Governor's signature.

The caring and dedicated staff at Southern Peaks are committed to ensuring a healthy and therapeutic restoration experience for young victims of sexual exploitation. While much of this essential work occurs on our campus here in beautiful southern Colorado, we understand that it takes a team broader than just our own to aid in the healing journey of our children. Toward that end, we continue to seek local, regional, and national opportunities for partnering with individuals and organizations committed to the common cause of combatting human trafficking.



A Flurry of Activities AT NORTHSTAR CENTER

Written By Shirley Holmberg, Northstar Center

The Northstar Center has had a flurry of activity since the end of winter, the beginning of spring and early summer!

During this time our weather has ranged from -6 to 75 degrees Fahrenheit. We have seen a rapid change in the weather, as well as in the environment and at the Northstar Center. The snow melted, the rivers rose, the migratory birds arrived, trees have turned green, flowers abound, and the mosquitoes returned! The Northstar Center buildings have undergone numerous renovations. New restrooms, flooring, roofs, windows, gutters and changes in ATCO laundry room, to name a few.

At the Northstar Center, the staff has participated in an employee recruitment effort, numerous staff meetings, trainings, acquired a new Community Work Service (CWS) site, facilitated orientations for new volunteers, has made a donation to West Valley High School's National History Day Program, participated in community meetings and Fairbanks annual "Walk a Mile in Her Shoes Event." The event, in

which men walk a mile in high heels, is not only meant to raise money but also public awareness of rape, sexual assault and gender violence. Since it was founded in 2001, the Walk a Mile in Her Shoes movement has raised millions of dollars for rape crisis centers, domestic violence shelters and public education programs around the world.

The Northstar residents are busy with job hunting, work, treatment, support groups, shopping, visiting, planning out their lives, participating in CWS projects, and job fairs!

Very recent news is that our Assistant Director Chanthal Harris received GEO's 2013 Woman in Leadership Award! Ms. Harris is respected by many, a role model for all, extremely knowledgeable, admired for her longevity, persistence and resilience in her chosen field of work, and is a shining example of a young woman in leadership! Congratulations Ms. Harris!

All in all, we have had a very busy few months with many accomplishments in a very short time!

ESSAY CONTEST

“Letter to Your Younger Self”

Written By Peter Conerly, Perth Amboy CRC

The Perth Amboy, New Jersey Community Resource Center recently held an Essay contest for clients. Lori Coleman, Case Manager Supervisor came up with the idea after viewing the email and video provided by Matt Moore, Director of Programs. The video contained a series of stories from prison inmates who were asked to write letters to their younger selves. It was an effective way for clients to share their personal stories with others. Lori then developed the Contest Announcement with the rules and prize to be awarded to the winner at the Center’s monthly House Meeting.

All of the seven essays submitted were reviewed by staff and found to be insightful, and sincere in their content. Each contestant was congratulated and acknowledged for their efforts and participation in the contest. However, the essay by client Anton Kogan was the most impressionable and declared to be the clear winner. This contest is an excellent vehicle which offers clients an opportunity to express themselves through reflective writings and now will be held on a quarterly basis at the Center. Below is the winning essay.

Dear Anton,

I am writing you this letter, to open your eyes, to help you avoid the pain you went through. As you are still young, your opportunities are endless, so this letter’s purpose is to guide you, to avoid consequences which will change your life forever. As I write you this, I have suffered for my own decisions and spent the last 97 months incarcerated, please do not follow my path.

While at your age, the reality of consequences is a distant thought, and friends take priority, remember your family. Your Mom and Dad are your true friends, the only ones who will be there when the sunshine turns to rain. From my past, I can tell you, the pain you cause yourself from going down the path I chose, will be overshadowed by the pain that your mother will feel. I was taken from my Mom at 18, and spent 8 years away from her, where I had to hear her pain through a phone line 400 miles away. Today her pain still gleams thru her eyes as exactly as does mine. Understand that anything lost can be found, except for the time that passes.

Time lost with your family costs more than you can imagine at your age. Look around you, at how many people love and support you. Your decisions create a ripple effect in a pond, so a thrown stone creates waves not only in your life, but in the lives of many others who care about you. I hope that these words open your eyes to the realities of what may happen when you do not think about what may happen, nor act responsibly. A single moment may cost years, one

bad choice may destroy your life. I’ve been fighting for my life back, but you don’t have to, if you never throw your life away.

You’re still young, follow your dreams and do not let your loyalty to friends bring you down the wrong road, as it did me. Life will teach you lessons, but life has no compassion; its lessons are hard, unless you learn them yourself. Learn from what you see, from what I’ve said, so you don’t have to learn from your own mistakes. My choices took me away for almost 9 years, from all that ever mattered, from all I ever loved. Guide your life where you want it to go, no one will guide it for you. Adhere to this letter, as it will be my only letter to you. For if you fail to listen, or brush away my pain I’ve shared with you; you may be me one day, writing this letter to yourself.



Pictured: Case Manager Jeffrey Marshall and Assistant Program Manager Lori Coleman present Contest Winner Anton Kogan with Certificate and Award.



Partnership with Fish Commission

Written By Dave Fitch & Guy Bloom, Abraxas Marienville

Each year Abraxas Marienville partners with the Pennsylvania Fish and Boat Commission (PAFBC) to help achieve the Commission’s mission to “protect, and enhance the Commonwealth’s aquatic resources and provide fishing and boating opportunities”. Our clients started stocking trout with PAFBC in 2002. During the past 12 years, many of the stockings were led by Guy Bloom and on the PAFBC side by Deputy Waterways Conservation Officer Ron Wygant who was also the Night Supervisor at the facility until his retirement.

This year, over 40 youth performed 1,200 hours of community service and over 38 days of stocking activity. They stocked over 147,000 Brook, Rainbow, Golden Rainbow and Brown Trout in over 34 streams and lakes. During stocking, staff and youth demonstrate social responsibility by leaving the environment better than they found it and providing assistance to members of the community.

On March 26, 2014, students and staff were stocking trout at the Marienville Rod and Gun Club where they provided emergency assistance to a citizen volunteer who was injured while stocking fish. The gentleman was carrying a 40lb bucket filled with trout and water when he slipped and was rendered unconscious. Abraxas staff members BJ Whren and Guy Bloom (a Wilderness First Responder) conducted a primary assessment then acquired a blanket to keep the victim warm and to prevent shock. Two of the students, Ron and Carson volunteered to use their jackets as additional insulation. BJ and Logan led the ambulance to the scene as the injury occurred in a remote location. When the ambulance arrived, staff and students helped place him in a flexible stretcher and then helped carry the stretcher until he could be safely placed on a stabilization board and put in the ambulance.

The students and staff members were instrumental in helping with the rescue as all of the other participants, including the paramedics, were older gentlemen and would have had difficulty negotiating the terrain with the stretcher and rescue materials. In addition to earning community service hours each client will receive a conservation award patch and certificate from the Pennsylvania Fish and Boat Commission.

CHAIRMAN'S BEST IN CLASS

Written By **Jon Swatsburg & Bob Voas, Abraxas, Southwood Interventions & DuPage Interventions**



Top To Bottom: Celebration at DuPage Interventions and celebration at Southwood Interventions.

The Chairman's Best in Class Awards program was established to recognize and reward GEO Community Services facilities for demonstrating excellence in operational and financial performance. After reviewing our facilities' annual performance against the five areas we selected at the beginning of the year, we are pleased to announce the top two performing facilities for Abraxas are as follows:

DuPage finished in first place for turnover rate, second place for financial performance and third place for workers' compensation claims and audit citations.

Southwood finished in first place for workers' compensation claims and second place for audit citations and client safety indicators.

Southwood and DuPage celebrated their accomplishments on April 15, 2014 and April 16, 2014, respectively. Please join us in congratulating them on their 2013 performance and their commitment to operational excellence, customer service and financial performance.

MARIENVILLE AIDS LOCAL SCHOOLS

Written By **Nickie Irwin, Abraxas Marienville**



The Warren County School District sought the support of Abraxas Marienville to enhance their outreach efforts around drug and alcohol prevention. In February, four of our young men spoke to the entire student body at Eisenhower Middle/High School. During this speaking engagement, the clients discussed their daily struggles of addiction, their patterns of illegal behaviors, and the natural consequences of addiction, including their loss of freedom due to placement. Though their stories were informal, and they were apprehensive about speaking to an audience, their voices were heard loud and clear. In fact, the faculty and staff were so impressed with their presentations that we were offered another speaking opportunity.

In April, several other Abraxas Marienville clients were asked to present at the 23rd Annual Students Against Destructive Decisions (SADD) conference. Four county high schools attended this event, yielding approximately 175 students in attendance. In May, four of our clients took the stage at Sheffield Middle/High School to address the entire student body during their prom assembly and help educate their peers on how to have fun sober following prom.

Not only do these opportunities make lasting impressions on students, they provide a therapeutic component for the speakers providing the service. Standing in front of others and verbalizing the negative choices they have made, as well as the changes they have since made, provides them with an opportunity to affirm their new stance in life with a sense of empowerment and maybe for the first time in their lives, optimism about their future.

MOTIVATIONAL MURAL

Written By **Pete Conerly, Perth Amboy CRC**



The Perth Amboy Community Resource Center presented client Michael Rakett with a Certificate of Appreciation and a \$50 gift card for his "Steps of Change" mural which he painted on the hallway wall at the CRC.

The idea for the mural originated with an email Tammy Coon, Sr. Training Specialist had previously sent which contained the Change step sketch. Peter Conerly, Program Manager, then presented the concept to clients and sought volunteers to replicate this motivational picture. Mr. Rakett worked on the mural on his own time and has offered to do other ones at the Center.

ENROLLMENT

Written By **Lori Coleman, Perth Amboy CRC**



In March, Perth Amboy CRC hosted Health Insurance enrollments opened to all of the Center's clients. Peter Conerly, Program Manager learned that 30 of the 42 clients in attendance of a meeting were without health care insurance. He arranged to have the Enrollment Assistance Center to assist them with the enrollment. A total of 24 clients successfully enrolled under the NJ Family Care or Affordable Care Act. By the end of March, 60% of all clients/parolees have taken advantage of the programs and are receiving the appropriate health care services.



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