

CONGRATULATIONS

GEO EMPLOYEES OF THE YEAR!



SHAD RICE

ALEJANDRA
MARTINEZ

JIMMIE CUEVAS



CURTIS YOUNG

OSCAR RAMOS

JAKE LINDUS



SANDI
GHANNAM

NDANDENI ERIC
NETSIANDA



Executive Chairman's Letter

George C. Zoley, Executive Chairman of the Board

As we highlight GEO's operational accomplishments, we also recognize and celebrate our GEO Employees of the Year. The recipients of these important awards are the embodiment of the dedication and professionalism that help our company achieve operational excellence.

To the GEO Family,

During the third quarter of 2022, our company achieved several important milestones, which are underpinned by the dedication of our frontline employees and our organizational commitment to operational excellence. Eight of our GEO Secure Services facilities received accreditation from the American Correctional Association (ACA) with an average score of 99.4 percent, and two of those facilities achieved a perfect accreditation score of 100 percent. Additionally, nine of our GEO Reentry centers received ACA accreditation with an average score of 99.9 percent, and eight of the nine centers received perfect accreditation scores of 100 percent.

We recently renewed two GEO Secure Services contracts. In Florida, our contract for the 1,948-bed South Bay Correctional and Rehabilitation Facility was renewed for a two-year term, and in Arizona, we renewed our contract for the 500-bed Phoenix West Correctional and Rehabilitation Facility for a five-year term. We also renewed five GEO Reentry contracts, including three contracts with the Federal Bureau of Prisons.

Our diversified business units have continued to deliver not only operational milestones, but also strong financial results. During the third quarter, we achieved one of our highest quarterly topline revenues and set a new all-time high in quarterly Adjusted EBITDA. Our consistently strong performance positioned our company to be able to successfully complete a series of transactions, in August of this year, to address the substantial majority of our debt.

These transactions, coupled with subsequent debt repayments, allowed us to reduce our near-term debt maturities, from approximately \$2 billion to just \$23 million in remaining debt due before 2026, while also staggering our remaining debt further into the future. All these efforts have placed GEO in a stronger financial position.

We are also pleased with the publication, in early October, of GEO's fourth annual Human Rights and Environmental, Social, and Governance (ESG) Report. This important milestone highlights our continued commitment to respecting the human rights and improving the lives of all those entrusted to our care. The report includes enhanced disclosures related to our Board oversight of human rights and ESG matters, employee diversity and training programs, corporate governance, and environmental sustainability. Our fourth annual ESG report also reinforces our commitment to providing enhanced rehabilitation and post-release support through our award-winning GEO Continuum of Care program.

As we highlight GEO's operational accomplishments, we also recognize and celebrate our GEO Employees of the Year. The recipients of these important awards are the embodiment of the dedication and professionalism that help our company achieve operational excellence. On behalf of GEO's Board of Directors and our Management Team, please join me as we congratulate them and as we extend our gratitude to the approximately 18,000 GEO employees worldwide.

GEO Recognizes Employees of the Year



Articles

- 16 **Secure Services**
- 26 **International Services**
- 29 **GEO Care**

FEATURED ARTICLES



14

GEO Safety Institute

GEO has long been an industry leader in Safety & Risk Management. Several years ago, an initiative was launched to partner with Eastern Kentucky University's (EKU) Criminal Justice Program to create a Correctional Officers Safety Course.

EDITOTIAL STAFF

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27

Kutama Sinthumule Correctional Centre's Annual Charity Golf Day

The Annual Charity Golf Day hosted by the Kutama Sinthumule Correctional Centre (KSCC) has become a lifeline for the schools, NGOs, churches and other organizations that benefit from the proceeds of the event.

CONTRIBUTORS

George C. Zoley
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Chris V. Ferreira



30

Annual Continuum of Care® Alumni Picnic

The GEO Continuum of Care® (CoC) Division provides alumni and mentoring services designed to assist participants with a successful return to the community. Alumni Services are available as pre-release and post-release components of reentry programming.

FACILITY ADMINISTRATOR OF THE YEAR



CENTRAL LOUISIANA
ICE PROCESSING
CENTER

SHAD RICE

Shad Rice first became the Facility Administrator (FA) at both the Alexandria Staging Facility (ASF) and the Central Louisiana ICE Processing Center (CLIPC) in April of 2020. FA Rice started his career with GEO in 2005 as a Correctional Officer at the New Castle Correctional Facility (NCCF). He was promoted through each rank of Sergeant, Lieutenant, and Captain at NCCF prior to being promoted to Chief of Security at the Heritage Trail Correctional Facility (HTCF) in August of 2012. He remained at HTCF until he was promoted to Assistant Facility Administrator at the Blackwater River Correctional and Rehabilitation Facility in 2017 and then to Facility Administrator at the Broward Transitional Center in January of 2019.

FA Rice and the CLIPC team had a very successful year managing both facilities. FA Rice leads his team with an emphasis on operational excellence in all areas of service. He has fostered an environment that has found his team rallying to achieve bigger goals, while ensuring that they are providing the best services they can to those entrusted to our care.

FA Rice continually strives to better himself and everyone else around him. Regardless of status, he is always trying to pass along his experience and skills to others. He has proven on several occasions to be successful with large projects that may be assigned from time to time by the Regional or Corporate offices. He does a great job of pulling all assigned parties together to achieve a common goal. FA Rice is a leader with a coaching mentality but understands when he needs to switch gears to be the decision

maker. His staff will tell you that he is constantly impressing upon them the importance of operational excellence and reminding staff constantly that it all starts with "Being Brilliant at the Basics."

FA Rice's impact on those who he is charged with leading can be measured by the success of those individuals. He challenges staff to take on larger roles and reminds them that they are their only glass ceiling in this career field. He takes the time to meet with his staff to monitor their development and is always asking for their feedback on items that they feel he or the Center can do better. He has been part of the development of many leaders within our company, and to this day, he would say it is his job to develop those who want to succeed and can carry the torch once he moves on. His high energy, leadership skills, professionalism, and dedication are respected by so many who have had the opportunity to work with him.

FA Rice demonstrates seasoned leadership qualities and has a positive and selfless can-do attitude. His outstanding leadership, performance, and commitment, as well as his sixteen and a half years of service with GEO, have been instrumental to the success of the Alexandria Staging Facility and the Central Louisiana ICE Processing Center.

In his spare time, FA Rice enjoys bowling, fishing, watching football, and spending time with his wife and children. He most especially enjoys traveling with his family on cruises. Congratulations on being selected as GEO's Facility Administrator of the Year!



EMPLOYEE OF THE OF THE YEAR



LAWTON CORRECTIONAL
AND REHABILITATION
FACILITY

**SANDI
GHANNAM**



Sandi Ghannam has been an exemplary employee for the Lawton Correctional and Rehabilitation Facility (LCRF) and is more than deserving of the Employee of the Year Award. Being an immigrant to the United States, Sandi began her career with GEO in March of 2020 and stated that the people she worked with became her new family. She started as a Life Skills Instructor at LCRF, and since that time, she has been a valuable asset to the facility while assisting multiple departments during staffing shortages. She helps out wherever needed and never complains.

When the Facility's compliance position unexpectedly became vacant, Sandi stepped up to fill the role. Sandi accepted the temporary position a couple months before the Facility was up for American Correctional Association (ACA) reaccreditation, helping the Facility score a 99.6% on the

audit. During this time, she prepared the facility, employees, and files. Sandi went above and beyond, working countless hours to ensure the facility could be ACA reaccredited.

Lastly, Sandi not only shows her dedication to LCRF, but has proven she is willing to assist other facilities as needed. After helping the LCRF score so highly on the ACA Audit, Sandi went to assist another facility, on two separate occasions, in preparing for an upcoming ACA audit.

Sandi currently holds the position of PREA Case Manager and continues to excel in her career with GEO. Sandi is well respected among her supervisors, peers, and the inmate population. She always has a positive attitude and can be found with a smile on her face. LCRF is proud to have such a dedicated employee selected for the Employee of the Year award.

OFFICER OF THE YEAR



LAWTON CORRECTIONAL AND REHABILITATION FACILITY

JIMMIE CUEVAS



Officer Jimmie Cuevas has demonstrated exceptional service in the time she has been employed at the Lawton Correctional and Rehabilitation Facility (LCRF).

Jimmie has been an invaluable part of the Security Department. She can be depended on by supervisors to report to LCRF in a moment's notice and assist with any shift or area. She has proven to be a selfless individual who dedicates countless days and hours to ensure the success of LCRF. She is a compassionate and motivated employee who eagerly seeks new opportunities. GEO would be fortunate to have more employees with the same qualities and natural leadership traits as Officer Cuevas.

Jimmie is well respected by her supervisors, peers, and the inmate population. She demonstrates the knowledge

and abilities of a correctional staff member with much more experience.

Jimmie has several hobbies. She likes watching movies or painting, but reading books is what really resonates well with her. After reading a book, she feels relaxed and stress free. Jimmie also says the books keep her mind sharp.

Jimmie also enjoys spending time with her two nieces and two nephews when she can. She likes being known as the "fun" aunt.

Jimmie routinely volunteers to work extra hours, stays late to assist the oncoming shift, and gives up her scheduled days off to assist LCRF in times of need. The work ethic and perseverance of Officer Cuevas is not only rare, but remarkable! Congratulations on being selected as the Officer of the Year!



GTI OFFICER OF THE OF THE YEAR



MONTGOMERY
PROCESSING CENTER

OSCAR RAMOS



Senior Transportation Officer Oscar Ramos has been with GEO for six years as a Transportation Officer, Senior Transportation Officer, and Transportation Captain. Oscar has served on various contracts for U.S. Immigration and Customs Enforcement (ICE) and the U.S. Marshals Service. His time served as a Captain was during the startup of the Montgomery Processing Center in Texas, where he played a vital role due to his knowledge and experience with GTI at the Joe Corley Processing Center. He was able to help train and familiarize staff with GTI policy and procedures, as well as assist in setting up an efficient routing system. He was often looked to and relied upon to come in at all times of the night to set up runs for last minute add-ons. He dedicated countless hours to ensuring the mission was completed in a timely manner and within the parameters of DOT hours of service and company policy and procedure.

Oscar is often looked upon as a father figure by staff. He is always willing to lend an ear when one of his fellow officers is going through a tough time and provides wisdom and advice to improve their situation. He has the respect of his peers and always comes

to work with a positive outlook and attitude. He takes new staff under his wing to show them what needs to be done to become effective members of the GTI team. Oscar is also one of our bilingual officers, so he is relied upon to help deliver instructions and de-escalate situations.

Officer Ramos routinely offers recommendations on how to improve the efficiency of routing schedules and advises the supervisors when there are changes at facilities that would require changes in routing. He can be relied upon to complete any mission assigned to him with efficiency and professionalism.

Outside of work, Oscar is very active with his church and faith, which is reflected in his demeanor here at work. He is very supportive of the military community as he has a daughter who is actively serving. He is a very proud father and devoted husband and treats his co-workers as extended members of his family. He is one of the first people to greet you with a hug or handshake and a warm smile. He truly cares about the health and well-being of all staff members at the Montgomery Processing Center. Congratulations on being awarded GTI Officer of the Year!

AUSTRALIA EMPLOYEE OF THE YEAR



RAVENHALL
CORRECTIONAL CENTRE

JAKE LINDUS

An unwavering commitment towards the safety of Ravenhall Correctional Centre staff and inmates during the height of the COVID-19 pandemic, saw Correctional Officer Jake Lindus named The GEO Group Australia's Employee of the Year.

Australia Managing Director Pieter Bezuidenhout presented the prestigious award to Jake at a special ceremony held at GEO's Sydney Head Office in August of 2022.

After working as a Protective Services Officer with Victoria Police, Jake joined GEO in August of 2018 as a Trainee Correctional Officer and has never looked back. Jake has many achievements, including receiving both an Exceeding Expectations Award and an Employee of the Month Award last year for providing exceptional support to staff and inmates throughout the COVID-19 pandemic.

This latest award recognises Jake's outstanding contributions to GEO's operations during 2021 by acknowledging his dedication and commitment in a demanding and important role at the Centre and exceptional service to the organisation.

Ravenhall Correctional Centre General Manager Col Caskie said: "Whilst all of Ravenhall's staff rose to the challenges of the pandemic, Jake stood above anyone else. Jake's commitment and can-do attitude certainly assisted Ravenhall to safely navigate through this time."

Jake said he did anything he could to help and that he was driven to keep his colleagues and the inmates safe. This included minimising the risks of exposure

to COVID-19 and lifting inmate vaccination rates. He also said he learnt he was more resilient and agile than he gave himself credit for.

Human Resources Manager Natalie Hansen said: "From his versatility as a trainer to our Pre-Service squads and refresher training to keeping staff up-to-date with their qualifications, Jake holds himself to a higher standard to ensure that he models for others what is expected in their daily duties."

Jake said after starting his career in a different avenue of law enforcement, he moved into corrections curious to see how inmates were managed in custody. It is a move he has found extremely worthwhile.

"No two days being the same, or being stuck 9am to 5pm in an office, is extremely rewarding and stimulating, as well as the feeling of comradery with my team members," Jake said. "But the most rewarding part of my role is training new recruits and re-training current staff. I just love watching people learn new things and help them build confidence in learning a new skill."

"Receiving this award is recognition that all of my hard work has paid off and I am valued and respected by my peers and management team."

Jake is also learning some new skills, training as a volunteer firefighter in his local community in his spare time, along with catching up with friends, staying fit, and riding his Harley.



SOUTH AFRICA EMPLOYEE OF THE YEAR



KUTAMA SINTHUMULE
CORRECTIONAL CENTRE

NDANDENI
ERIC
NETSIANDA



Ndandeni Eric Netsianda is the second of five children of the late Mr. P.M. Netsianda and Mrs. A.M.E Netsianda. He was born in 1973 in Thononda Village in the then Republic of Venda. Tragedy struck the family when in 2021, one of his sisters passed away.

He started primary school in 1979 but had to interrupt his education for two consecutive years due to ill health. He resumed his studies in 1985 and in 1988 he started attending Ndweleni Secondary School where he passed Grade 12 in 1992. Eric was not satisfied with his final year's results and enrolled at Khakhu Secondary School where he improved his marks and passed Grade 12 in 1994 with matric exemption allowing him to attend university.

In 1995, he was admitted to the University of Venda as a fulltime student and enrolled for a Bachelor's of Commerce degree. Due to financial constraints he had to abandon his studies and would eventually obtain his Bachelor's of Commerce degree in 2013.

His career at Kutama Sinthumule Correctional Centre started in 2005 when he was appointed as Accounts Clerk. In 2009, he was promoted to the position of Senior Accounts Clerk and to Accountant in 2012.

Eric admits that his wife of nineteen years, Malindi Mavis Mudau Nethonzhe-Netsianda, plays a huge part in his success. They are blessed with four children, two girls and two boys - Uhone, Uafulufhedzea, Opmfuna and Ompmpfa. They are members of the Christian Worship Centre International and spend much of their

spare time involved in church activities.

Eric says he believes in teamwork, and his philosophy is doing the work right the first time. He says he puts in additional effort towards all activities and assignments within his area of responsibility. He pays special attention to cut-off dates to prevent from doing assignments at the last possible minute.

Eric's responsibilities include compiling the annual budget for the facility, internal and external audits, and the compiling and safeguarding of one of the most important documents for South African Custodial Management (SACM), the Empowerment Report.

He has a quiet demeanour about his daily duties and getting the work done. He is always available, willing to assist, and goes the extra mile with his duties.

He is the Rock of Gibraltar at Kutama Sinthumule Correctional Centre when it comes to complying with due dates and the execution of delegated duties by his seniors and Head Office staff. Congratulations on being selected as the South Africa Employee of the Year!



BI EMPLOYEE OF THE YEAR



JACKSON, MS ISAP OFFICE

CURTIS YOUNG



Congratulations are in order for Curtis Young, Senior Case Specialist with the Jackson, Mississippi ISAP office. Curtis started with BI in October of 2016 and was detailed to multiple sites in Texas and Arizona throughout his career. He began his career as a correctional officer and counselor and holds a degree in Criminal Justice from Alcorn State University in Lorman, Mississippi.

"Develop Solutions" and "Communicate" are two of BI's fundamental principles, which Curtis puts into practice in his daily interactions. Former Program Manager, George Garcia would say that Curtis works in a fast-paced environment requiring him to adapt to constantly changing situations and analyzing workflow. "Curtis has received continued praise for his leadership and adaptability, earning the respect of his fellow Case Specialists," Garcia said. "Curtis possesses a vast knowledge of our program and is able to communicate thoroughly to address any problems that may arise."

ISAP's Southeast Regional Operations Manager, Amber

McMahon says, "Curtis is a truly remarkable member of the ISAP team. He is the first person to volunteer for an assignment or extra task, especially the ones he knows others won't want to do. He radiates positivity and is such a wonderful part of our program."

Fellow coworkers consistently express that they love working with Curtis because he is hardworking and has a positive attitude and willingness to help anyone, however he can. Team members rave about him!

Curtis recognizes that each day is an opportunity to learn and he approaches his work with a positive mindset, ready to accept new challenges. His interactions with people and being told he is appreciated is what drives him.

Curtis is originally from Heidelberg, Mississippi and in his down time enjoys cooking, movies, music, and singing in a local community choir. He also makes time for his "fur baby," Pharaoh, his one-year old standard poodle. Congratulations on being selected as the BI Employee of the Year!



REENTRY SERVICES EMPLOYEE OF THE YEAR



WESTMINSTER AND
ORANGE COUNTY DAY
REPORTING CENTERS

ALEJANDRA
MARTINEZ



“Good Enough Isn’t” is a GEO Care principle that Alejandra Martinez embodies. As Program Manager of the Orange County and Westminster Day Reporting Centers, she views her role within the company as an opportunity to positively impact participants, staff, and the greater GEO team.

Alejandra joined GEO in 2013 and received several promotions while with the company. She also completed GEO’s Leadership Academy and received a Master’s degree in Criminal Justice, Corrections, and Offender Rehabilitation. Alejandra held the Behavior Change Manager, Employment Coordinator, and Supervising Case Manager positions before becoming the Program Manager in 2018.

Alejandra’s passion and commitment to serving the reentry population and coaching others has led her to take on several projects focused on Evidence-Based Practices (EBP). She has served on multiple committees in the past year to enhance program services, including the Quality Assurance Through Coaching and the Case Staffing Format committees. Alejandra is always striving to create processes, procedures, and innovative ways to improve the use of EBP in reentry. She has even created monthly staff challenges for her team to increase EBP knowledge and boost morale.

She has also spotlighted the importance of Motivational Interviewing (MI) as a tool to help staff and participants. She created weekly “MI Corner” sessions to share tips and encourage staff to practice their skills. Developing a learning and growth culture has increased MI

skillset certifications among her team in the past year.

Alejandra is equally passionate about investing in the people around her. She leads lunch and learn sessions with her team on topics ranging from personal finance to the Seven Habits of Highly Effective People. She has used the Officevibe platform to learn about her team’s needs and found ways to fill their bucket. In the last year, her team’s scores in feedback, recognition, happiness, and relationship with the manager have been at the top. Alejandra takes what she knows and shares it widely with other staff and Program Managers, including ideas, tools, and resources. Recently, Alejandra presented nationally to GEO Program Managers about the company’s 401(k) plan and financial wellness. She is enthusiastic about spreading knowledge and coaching others.

Outside of work, Alejandra has a deep love and appreciation for the outdoors. She enjoys hiking, camping, and visiting National Parks with her husband and two-year old daughter. They have made quite a dent in their wish to see all 63 National Parks, but Yosemite is the one they return to often.

Alejandra, you have continued to demonstrate an exceptional degree of professionalism, and your impact on staff, participants, and your peers can be seen daily. Congratulations on being selected as the Reentry Services Employee of the Year.



GEO VOLUNTEERS BECOME CHEFS FOR A DAY

Written By **Chris Ferreira, Corporate**

Throughout the entire month of August, four teams of GEO volunteers participated in Quantum House's Chef for a Day program in West Palm Beach, Florida. Quantum House is a caring and supportive home that lessens the burden for families whose children are receiving treatment in Palm Beach County for a serious medical condition.

Fueled by the vision, energy, and resources of Intracoastal Health Systems, the Junior League of the Palm Beaches, and the Quantum Foundation, Quantum House opened its doors in May of 2001 to families going through a most difficult time. The House continues to be where hope has a home for more than 1,000 family members every year. The House is the only hospital hospitality house serving children and their families between Fort Lauderdale and Orlando, Florida. Over the years, the House has proudly served families from every state and nearly two dozen countries around the world.

The Chef for a Day program is a ton of fun and a great way to bring volunteers together, while also bringing the families staying at the house together. This program alleviates the stress of families having to plan and prepare a meal after a long day. Team Chris Ryan (GEO Human Resources) volunteered on the first Saturday of August and prepared a baked ziti, Caesar Salad, and garlic bread for the families. Team Ryan also did nautical themed crafts with

the children at the house. The following Saturday, Team Brian Evans (GEO Business Management) grilled burgers, hot dogs, and chicken for the families. Lunch was served with potato salad, coleslaw, watermelon, and ice cream for dessert. Team Evans also did fish-themed arts and crafts with the children.

On the third Saturday of August, Team Ann Schlarb (GEO Care) prepared an intricate and flavorful taco bar meal for the families, consisting of beef tacos, turkey tacos, red bean tacos, and a mango/avocado salad. For dessert, they provided homemade oatmeal raisin cookies, homemade sugar cookies, and vegan chocolate chip cookies. In addition to arts and crafts, Team Schlarb also did face-painting for the kids, which turned out to be a huge hit! Finally, Team James Black (GEO Secure Services) provided an eloquent spread of spaghetti, meatballs, chicken parmesan, and ice cream cups for dessert on the fourth Saturday of August. Team Black also did DIY arts and crafts with the children.

We want to give a huge thank you to our GEO Executives and their teams for coming out and supporting the mission of Quantum House. The staff and families were grateful for the support and were excited to be left with tons of leftovers! We look forward to getting our GEO Corporate employees more engaged in community service and volunteer events throughout the year.



Finding Your Peace of Mind During the Holiday Season

Written By **Johanny Handel, Corporate Human Resources**



The weather is starting to cool down and the holiday season is upon us. The holidays mean many things to many people and the time spent around family and friends can be overwhelming. Struggling during the holidays is not uncommon. According to the American Psychological Association, 38% of people surveyed said their stress increased during the holiday season, which can lead to physical illness, depression, anxiety, and substance misuse. In addition, 64% of individuals living with a mental illness felt that their conditions worsened around the holidays according to the National Alliance on Mental Illness.

How can you manage the unavoidable? Recognizing your stressors and taking care of yourself during this time is a great start to managing your mental health and feeling well. Let's discuss the common reasons for holiday stress.

Holiday Budgeting

Financial pressure is a major source of anxiety and depression this time of year. Massive grocery bills and overspending on gifts can create debt and feelings of inadequacy. Start early on your spending and take advantage of sales and the options below.

- **Budget apps** (The Christmas List or Santa's Bag): These are great ways to choose gifts and their costs. You can also see if the item goes on sale and keep track of your total spending.
- **Potluck**: For large meals, propose everyone contribute to the overall meal. Having help with costlier items such as meat will reduce costs.
- **Gift games**: Name drawing, white elephant, or secret Santa games with cost limits reduce the pressure of spending and increase creativity.
- **Activities**: What about a game night or an activity rather than gifts for the holidays? Time with your loved ones is always more important!

Time (or lack there of)

How are you using your time off during the holidays? Are you over-committing to events with a packed social calendar? Make note of what you have planned in your calendar including time to travel there, attire, gifts, and any other items you will need. This will avoid last minute panicking and stress.

Family Gatherings

Family celebrations are a major source of stress for people even though the intentions are well meant. Rather than reacting to whatever may happen, try to focus using the following tips.

- **Be realistic:** Your family is your family. Manage your expectations and handle them accordingly.
- **Do not drink too much:** Keep the drinks to a minimum and maintain your decision-making skills.
- **Avoid uncomfortable topics:** Do not discuss subjects that may trigger you and others.
- **Say no:** You have the right to say no to any gathering, event, or situation that doesn't make you feel safe or comfortable.

Gratitude

Thinking about all you have is a great way to lift your spirits. Giving your time and efforts to those less fortunate can give you perspective and a sense of fulfillment that you may be lacking during the holidays. Many organizations such as those listed below need help during the holiday season.

- [Feeding America](#)
- [Meals on Wheels](#)
- [Salvation Army](#)
- [Toys for Tots](#)
- [VolunteerMatch](#)

If you are struggling, there are resources available to you as a GEO employee. Feeling balanced and mentally healthy is essential and we are here to support you. In addition to traditional therapy offered through your Blue Cross and Kaiser Medical plans, we also offer an employee assistance program (EAP) and Teladoc services (Blue Cross Blue Shield) that can be arranged virtually and with little notice.

EAP with LifeWorks

LifeWorks offers qualified support for mental, financial, physical, and emotional wellbeing at no cost. You can turn to LifeWorks for a confidential service that you can trust. Here are a few topics that LifeWorks can provide guidance with managing debt, stress, sleep, and addictions.

LifeWorks is available 24/7, 365 days a year. To access your care call toll free at 800-272-2727 or go online at login.lifeworks.com.

In addition, you can download the mobile app by searching for "LifeWorks". Once you open the app, click on 'Log in' and enter your log-in credentials:

Username: geo Password: eap

Telemedicine

You have access to confidential mental health counseling over the phone with your GEO medical plan. If you are enrolled in a BCBS medical plan, you can access Teledoc. Until further notice, for a \$0 copayment, you can meet with a licensed therapist, psychiatrist, or psychologist seven days a week. Access Teladoc at www.Teladoc.com or call 800-Teladoc (835-2362).

If you are enrolled in a Kaiser medical plan, you can access Kaiser telemedicine. There is no charge for telemedicine visits. To access licensed care, log onto kp.org/mentalhealth or call 1-800-900-3277 (TTY 711), 24-hours a day, 7-days a week.

Help is out there for you and your loved ones! Make mental health a priority this holiday season.



GEO Safety Institute

GEO Risk Management OSHA Course

GEO has long been an industry leader in Safety & Risk Management. Several years ago, an initiative was launched to partner with Eastern Kentucky University's (EKU) Criminal Justice Program to create a Correctional Officers Safety Course. After many years of success and hundreds of GEO students attending the course, the decision was made to bring the course in-house. After six months of planning, development, and creating the curriculum, the first GEO/OSHA General Industry 30-hour class was conducted in December 2016. Bringing the course in-house was a huge success!

This year we conducted our annual class session for Fire Safety Managers in June after a two-year hiatus due to the pandemic. It was then decided in July to conduct the OSHA course for all GEO maintenance personnel, which included U.S. Secure Services facilities, as well as GEO Care. All maintenance team members were trained during a rigorous seven-week course.

The Institute provides safety curriculum to each Division of the Company, as well as training curriculum for The GEO Continuum of Care®. Instructors are authorized trainers of the OSHA 511 30-hour General Industry course. The course is attended by Fire Safety Managers, maintenance staff, compliance staff, management staff, and others.

The Institute also supports The GEO Continuum of Care® program for inmates and residents. The Continuum of Care® program includes safety curriculum that increases a participant's ability to seek gainful employment by providing several marketable training course certificates.

The participants have access to classes such as the OSHA 10-Hour Construction Safety course and a forklift operator training. To date, 4,344 students have successfully completed either the OSHA 10-hour course and/or forklift operator training.

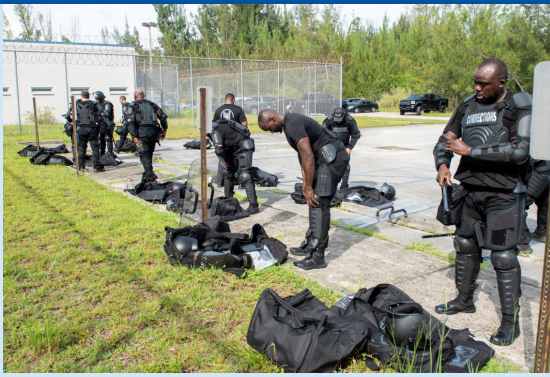
As of September 2022, over 328 Certificates of completion were issued by the Institute to successful participants.



The Institute supports the company by providing training modules on the following subjects (list not all inclusive):

- Workplace Violence
- Fire Protection
- Respiratory Protection
- Walking Working Surfaces
- Ladder Safety
- Fall Protection
- Powered Industrial Trucks/Forklift
- Personal Protective Equipment
- Fire Protection
- Conducting Safety Audits and Inspections
- Safety Committee Functions and Duties
- Defensive Driving/Spotter and Backing Safety
- Emergency Response and Evacuations
- Chemical Safety Management
- Safer Lifting and Ergonomics
- Safe Searches and Sharps Handling
- Slip Trip Fall Prevention
- Office Safety
- Sanitation and Janitorial
- Food Service Safety & Food Borne Illness Prevention
- Incident Investigations
- Workers' Compensation Fraud Prevention
- Risk Management Claim Reporting





Annual Combine Mock Training at Krome

Written By **Rohan Gunter, Broward Transitional Center**

Recently, Broward Transitional Center's (BTC) Correctional Emergency Response Team (CERT), Akima Global Services D.C.T. and U.S. Immigration and Customs Enforcement D.C.T. conducted their annual combine mock training exercise with three simulations at the Krome facility. There were over 70 people in attendance, including 18 CERT officers from BTC. The training was led by CERT Commander J. Chevalier and Acting Lieutenant S. Dietz.

Rehydration was very important aspect of the training due to the wearing of tactical gear weighing approximately 14 pounds, in temperatures of about 89-degrees Fahrenheit, with a humidity of 73%. The entire training exercise lasted over eight and a half hours.

There were several high points in the training, and we identified a few areas for improvement. We are three separate agencies with one goal in mind: tactically launch a response system in a detention environment under various critical situations.

Thank you to Miami Dade College for their volunteers who did an excellent job acting and the DHS Medical Staff for exhibiting proper medical protocols.



Central Louisiana ICE Processing Center Giving to a Good Cause

Written By **Christen McCartney, Central Louisiana ICE Processing Center**

LaSalle Parish provides several free resources to low-income families such as food banks, mission houses, childcare, and more. One such organization is the LaSalle Baptist Ministry Center (LBMC). LBMC is a mission house that provides clothes, food, household items and other miscellaneous items to those in need in the community. They also provide

“senior food boxes” for the elderly in the community. LBMC receives funds by donation only, and any money received helps to buy more food and items for those in need. This is why the Central Louisiana ICE Processing Center was excited to be able to donate \$600 to help the LBMC. When Facility Administrator Rice presented the donation to the director of LBMC, Rocky Melvin, he stated the money was a huge help and would be a blessing to those in the community!

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

Written By
Michelle Bair, Folkston ICE Processing Center



Recently, the Folkston ICE Processing Center (FIPC) in Folkston, Georgia sent several members of our Correctional Emergency Response Team (CERT) to participate in the Annual Charlton County Junior Sheriff's Academy. The program invites approximately fifty middle school students to attend the academy each year. CERT team members Harry Vernon, Arielle Talley, Terry Furr, and Derreck Carter spent a half day with the kids, speaking and answering

questions about the Facility, including what gear we use to protect our employees when needed. The CERT team split the students into two groups and competed in a relay style race in full gear. Each student was dressed in a helmet, gloves, connected upper body piece (chest, back, shoulders and forearms), and knee and shin guards. The relay consisted of running ten yards back and forth with the next teammate. Along with FIPC CERT members,

the students spent time over the week with the Georgia State Patrol's Helicopter Unit and SWAT Unit, Local Fire Departments, Georgia Bureau of Investigation's Bomb Robot Division, Jacksonville's Mounted Horse Unit and Motorcycle Unit, and the Department of National Resources Rangers. It was a great day for our team and a great week for the students. FIPC looks forward to next year's event.

Kinney County Detention Center Receives ACA Accreditation

Written By **Raquel Earwood, Kinney County Detention Center**



The Kinney County Detention Center (KCDC) recently achieved its American Correctional Association (ACA) accreditation under the Performance Based Standards for Adult Local Detention Facilities (ALDF), 4th Edition. The audit was very successful with 100% compliance with all mandatory standards and a 98.56% compliance rating on non-mandatory standards and an audit score of 99%. KCDC is extremely proud of the dedication and knowledge the staff illustrated during the audit. The hard work staff put in to preparing for this audit did not go unnoticed and was definitely reflected by its success at the ACA Panel Hearing Conference.



Central Louisiana ICE Processing Center Helps Local Head Start

Written By **Christen McCartney, Central Louisiana ICE Processing Center**

In an effort to help the community, the Central Louisiana ICE Processing Center (CLIPC) donated \$600 to the local Head Start. Throughout the years, CLIPC has worked hard at building relationships with various organizations throughout the community. One of those relationships is with LaSalle Head Start (LHS). LHS is an early learning center that cares for kids from ages six weeks to four years. They provide everything for the kids in their care; including diapers, wipes, food, transportation, and more. The school's supervisor, Tracie Barber, reaches out from time to time to let CLIPC know when the school has a need, and we work hard to try to provide whatever assistance we can. The donation of \$600 was to help kick the school year off with any supplies they might need. LHS is part of the Louisiana Department of Children and Family Services, so the program is free to students. Overall, the LHS is a great part of the community, and CLIPC loves having the opportunity to help keep it open and operating.



Left to Right: Monica Reynaga, Victor Martinez, Veronica Valdez, FA Kenneth Reagans, Felicia Macias, Teresa Reyes, Destenie Flores, Freddie Wyatt and Ginger Reinschmidt

Eagle Pass Detention Facility Donates to Local Head Start

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

The Eagle Pass Detention Facility (EPDF), which provides support services for the U.S. Marshals Service, recently hosted a donation drive to benefit the Kids Are First Las Colonias Head Start. Kids Are First Las Colonias Head Start is a nonprofit organization that serves children from birth to five years old providing education, meals, and life-skills. Kids Are First Las Colonias provides childcare for families in Maverick County, as well as mental health services and parent trainings. The center includes seven head start classrooms for ages 0-3 and eight classrooms for ages 3-5. In total, about 196 children are enrolled at this facility. When the organization reached out regarding items needed for this upcoming school year, EPDF was happy to assist and collected a great number of items to benefit Kids Are First Las Colonias. We are pleased to know the items will be going to a head start that is not only providing wonderful care to their children, but also providing resources for the parents in the community. We look forward to working with this organization in the future and assisting in any way we can.

Heritage Trail Correctional Facility Honors Volunteers

Written By **Amber Miller, Heritage Trail Correctional Facility**



Recently, the Heritage Trail Correctional Facility honored its volunteers by having an evening meal prepared by the Facility's culinary arts program. Sixteen volunteers attended the appreciation meal, along with executive staff. All volunteers were also provided a signed thank you card from the inmates at the Facility.



Excellence in Counseling

Written By **Vanessa Hawkins, Riverbend Correctional and Rehabilitation Facility**

Riverbend Correctional and Rehabilitation Facility (RCRF) was recently acknowledged by the Georgia Department of Corrections for outstanding achievements in counseling services. The RCRF Programs Department Counseling Staff were awarded the Excellence in Counseling Services Award for meeting and exceeding the Georgia Department of Corrections (GDC) FY22 Offender Reentry Services programming goals. GDC has highlighted achievements in programs over the past year, and RCRF was selected from the four Georgia contractor-operated facilities as the site that

had achieved the most program completions for the past quarter. ***RCRF is the first contractor-operated facility in Georgia to be recognized for this achievement.***

The RCRF Programs Department has been challenged in many ways over the past few months, and they are extremely proud to receive this recognition at such a difficult time. The staff at RCRF continue to work hard to meet the needs of the population and address the concerns of those individuals in our care. This was not only demonstrated by this recognition, but also in the Facility's most recent government agency audit, in which the programs department had an overall score of 92%. The staff at RCRF truly care about the job they do.

They are committed to helping change the lives of the individuals assigned to RCRF through evidence-based programming, vocational training, and academic services. Riverbend Correctional and Rehabilitation Facility is committed to exploring new options and opportunities that enhance rehabilitative programs and services.

Saving Lives in South Louisiana

Written By **Deborah Lucas-Stevens, South Louisiana ICE Processing Center**



Medical staff at South Louisiana ICE Processing Center went above and beyond recently to help a community member when a nearby business placed a call asking for medical help. The unthinkable had happened, one of their employees had suffered a horrific accident. 911 dispatch had been notified, but time was of the essence and a matter of life and death. Health Services Administrator Rachell Berzas and RN Jodi Guidry-Weichmann answered the call, rushed to the scene, and began life saving procedures. We are proud of our medical team, who are ultimately responsible for saving the gentleman's life. If it had not been for their abilities and training, it is certain that things would have turned out for the worst.



Heritage Trail Correctional Facility Post 198 donates to American Legion

Written By **Donnie Emerson, Heritage Trail Correctional Facility**

Recently, the Heritage Trail Correctional Facility (HTCF) Legion Post 198 provided a \$200 dollar check to the Indiana American Legion. The contribution was made possible by a local fundraiser approved at the facility and planned by the inmates of HTCF Post 198. The post has been in place at HTCF since 2014 and is always looking for opportunities to give back to organizations.



Florence West Correctional and Rehabilitation Facility Fire Crew Program

Written By **Cassandra Shifflett, Florence West
Correctional and Rehabilitation Facility**

The Fire Crew program at Florence West Correctional and Rehabilitation Facility (CRF) is more than just a job, it is a pathway to a new beginning. The Arizona Department of Corrections, Rehabilitation and Reentry (ADCRR) operates two 20-men fire crews out of Florence West CRF. Before individuals start the hiring process, they must obtain an offsite clearance from ADCRR, as well as pass a medical evaluation. For the certification as a Fire Fighter Type II per the National Wildfire Coordination group standards, the Fire Fighter is required to pass the following qualifications: a physical fitness test which consists of completing a three mile, fast-paced walk while wearing a 45 lb. pack in 45 minutes, participating in a practical field exercise where individuals learn to work as a team to build a fire line, and practicing the deployment of personal emergency fire shelters. While participating in the program, the Fire Fighters are taught land navigation, radio communication, map reading, first aid, and CPR certification.

During the training process, each Fire Fighter is given the opportunity to further develop their training and certification levels to become a Fire Fighter Type I and chainsaw operator. Individuals who demonstrate leadership qualities may be given an area of responsibility and may possibly be selected as project leads, squad leads, or even class instructors.

Wildland Fire Crews are utilized for far more than just fighting fire. The crews are classified as "all hazard" responders. They study FEMA classes ICS-100 and 700, and the Fire Fighters participate in search and rescue operations, flood mitigation efforts, and post-fire rehabilitation services.

Throughout their experience on the crew, Fire Fighters learn teamwork, selflessness, integrity, and courage. The program offers the Fire Fighters the possibility of employment with the Wildland Fire Crew upon release.

250,000 Sandbags for Flood Victims Assembled at Kingman Correctional and Rehabilitation Facility

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

Arizona weather is normally sunny, hot, and dry, but the summer of 2022 was one of the wettest monsoon seasons in recent memory. Numerous heavy rainstorms during the summer caused unprecedented flooding and water damage in northern Arizona communities.

To assist flood victims, Kingman Correctional and Rehabilitation Facility (KCRF) stepped up and offered to assemble sandbags for various communities. With assistance from the Arizona Department of Corrections, Rehabilitation and Reentry (ADCRR), KCRF established a partnership with the Coconino County (Flagstaff area) Office of Emergency Management.

Deputy Facility Administrator, Nick Pastella, established a KCRF Command Center and coordinated project logistics with Coconino County officials. Cerbat Unit Deputy Administrator, Mark Hart, announced the sandbag project, and in less than a day, over 100 individuals had volunteered for this assignment.



Hundreds of tons of sand were delivered each day to Cerbat. Coconino County also delivered thousands of bags, pallets to stack assembled sandbags, and shrink wrap to package the sandbags. Each morning, trucks and trailers would arrive to haul the sandbags to various locations impacted by flooding.

At the end of the seven weeks of work, just over 250,000 bags of sand had been assembled! It was an amazing achievement and deeply appreciated by citizens in Flagstaff and other northern Arizona communities.

During the period of heavy rains, we also coordinated with the Mohave County Office of Emergency Management by having a smaller crew assemble sandbags for flooded areas of Golden Valley, Arizona. That crew assembled over 6,000 sandbags to curb flooding in Golden Valley.

The sandbag projects were truly a team effort involving KCRF and County Emergency Management officials that made a significant, positive impact on the citizens of northern Arizona.



Administrator, Tim Johnson, Golden State Annex Facility Administrator, Minga Wofford, and CVA Business Manager, Stephanie Malloy presented two hundred and fifty-four scholarship checks to the McFarland Graduating Class of 2022.

For the past two years, the Central Valley and Golden State Annexes have issued \$1,000 scholarship awards to all high school graduates from San Joaquin High School and McFarland Independent School.

The scholarships allow many of the students to use the extra funds for college expenses and vocational training, while some will use it to purchase things like a better laptop and books for classes.

Central Valley Annex and Golden State Annex Award Scholarships to all McFarland Graduates

Written By **Timothy Johnson, Central Valley Annex**

This past summer, Western Regional Operations Director, Cheryl Nelson, Central Valley Annex (CVA) Facility

South Louisiana ICE Processing Center Donates School Supplies

Written By Deborah Lucas-Stevens, South Louisiana ICE Processing Center

In an effort to help the community, South Louisiana ICE Processing Center (SLIPC) staff donated school supplies to the local area schools. Many of the staff members donated backpacks, paper, pencils, erasers, and many other items essential in helping make a child's school year a success. SLIPC staff will continue to support our local area in any way possible, big or small, to enrich our lives and to ensure a sense of camaraderie with our community. We look forward to the coming years and the bond we can build together.



Heritage Trail Correctional Facility Donates to Visiting Area

Written By Donnie Emerson, Heritage Trail Correctional Facility

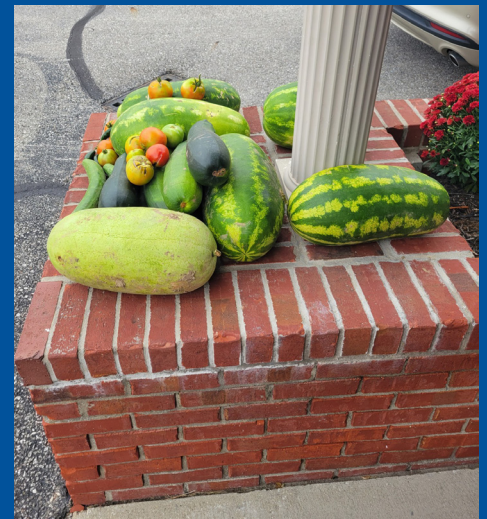
In September 2022, Heritage Trail Correctional Facility (HTCF) Legion Post 198 donated numerous items to the Facility visiting area. The items donated were coloring books, games and other materials that kids can play with while visiting with their family member at the Facility. The contribution was made possible by a local fundraiser approved at the Facility and planned by the members of HTCF Post 198. The post has been in place at HTCF since 2014.



Heritage Trail Correctional Facility Donates to Food Pantry

Written By Donnie Emerson, Heritage Trail Correctional Facility

Heritage Trail Correctional Facility's garden keeps on giving weekly to Light and Life Ministries Food Pantry. The Facility planted a garden back in early May of 2022. The garden has produced watermelons, zucchini, cucumbers, squash and tomatoes. Each week, facility staff take items to the food pantry, which is located just inside Hendricks County. The pantry allows individuals in need to come in once a week and get food items. Staff at Light and Life Ministries Food Pantry are very appreciative of the weekly donations.





The Medical Department at Robert A. Deyton Detention Facility

Written By **Roy Nzurike, Robert A. Deyton Detention Facility**

At the Robert A. Deyton Detention Facility, the Health Services Department is an ambulatory care type medical unit, providing 24-hour health services to U.S. Immigration and Customs Enforcement residents and United States Marshals Service detainees. In the last three months, we have restructured the entire medical department to address regular and urgent medical sick calls, mental health sessions, chronic care issues, as well as dental issues. All medical appointments are now compiled into one call-out list which is comprised of medical and dental sick calls and chronic care and mental health issues. This list is compiled daily at 4:00 PM and handed over to the officer assigned to the medical department the next day at 7:00 PM. That next morning, the officer works with their colleagues in the housing units to ensure individuals are ready for their various medical appointments. The implementation of this new process has resulted in alleviating the transport/utility officer's workload. This procedure has streamlined the process for officers assisting individuals with their medical appointments; thereby, preventing multiple transports to the Health Services Department and getting the patients to their assigned appointments in a timely manner.

Many processes were reorganized to help the facility meet relevant standards. Medical staff now work diligently to complete health examinations and physicals within 14 days or the same day during intake process, while also completing health examinations and physicals for newly identified chronic care patients. To address the long and conflicting hours experienced during "pill call," we now have most detainees placed on KOP's (Keep-On-Person medications), which has improved our pill line process.

Additionally, the staff assignment log was recreated to ensure assignments were scheduled in advanced, an accurate shift report was being passed along to incoming staff, and to provide a quick reference to assure all duties were completed during the shifts.

Furthermore, medical equipment, such as new stretchers, an additional pill cart, Autoclave Sterilizer, and dental floor mats were replaced. Old desks and chairs were also replaced. The walls in the Health Services Department have been repainted and ceiling lights were replaced with LED lights to give the entire department a brighter and illuminating effect. The medical record room was decongested and rearranged to accommodate two medical record clerks and one data entry clerk. Reorganization of the department's limited space opened up an additional exam room to allow for more patients to be seen and evaluated.

The nurses' office was rearranged to now include a break area for nurses, thus improving morale. The urgent care and dental rooms also received a total transformation, allowing for better organization and promoting greater efficiency. This entire renovation project was completed in three months. The staff's hard work did not go unnoticed as many staff, detainees, and visitors complimented the changes. Some did not even recognize it was the same department.

We are pleased that the reorganization of the Health Services Department's processes and physical space has allowed our staff to more efficiently deliver high-quality health services to those entrusted to our care.

Kingman Builds Tiny Homes for Homeless Veterans

Written By **Shannon Hilton, Executive Assistant, Kingman Correctional and Rehabilitation Facility**

A proud veteran received a tiny home courtesy of the wonderful partnership between the Kingman Correctional and Rehabilitation Facility (KCRF) and the Jerry Ambrose Veterans Council (JAVC), a local support group for veterans.

Pat Farrell, a former GEO employee and President of the JAVC, initiated the partnership with KCRF when a grant proposal for KCRF inmates to build homes for homeless veterans was approved by the Hallie Foundation.

Following grant funding, Mr. Farrell and David Gellings, KCRF Vocational Instructor, organized the purchase of materials to build the tiny homes.

As materials arrive at KCRF, Mr. Gellings and all Vocational Instructors (Gary La Clair, Jack Lepore, Robert McAnally, Jack Rivas, and Vince Trujillo) coordinate work on the project. Numerous individuals already enrolled in carpentry, electrical, plumbing, HVAC, and commercial painting classes contribute to the project.



Work is already in progress at KCRF on a fourth tiny home. JAVC is pursuing another grant that, if approved, will extend funding for construction of 40 more tiny homes for homeless veterans!

The partnership between KCRF and JAVC, and the collective efforts of staff and individuals in Vocational Training programs are having a positive impact on housing issues for homeless veterans in Mohave County, Arizona.



Heritage Trail Scholarships

Written By **Donnie Emerson, Heritage Trail Correctional Facility**

Recently, through The GEO Group Foundation, the Heritage Trail Correctional Facility presented a check to the Plainfield Community High School in the amount of \$8,000. These funds are used to support the school's scholarship fund. Plainfield Community High School has enjoyed the support of the Facility for several years and values its partnership, which helps meet the needs of students preparing for college.

New Castle Correctional Facility Donates Scholarships to Local Schools

Written By **Rohan Gunter, New Castle Correctional Facility**

Recently, GEO's New Castle Correctional Facility (NCCF) was proud to make scholarship donations to six local schools for a total of \$32,000. The scholarship donations were awarded to students from New Castle High School, Blue River Junior/Senior High School, Knightstown High School, Shenandoah High School, South Henry High School, and Wilbur Wright Elementary School. Facility Administrator Mark Sevier was happy to present the check to School Superintendent Trent McCormick. Each school was greatly appreciative of the donations, which NCCF has made now for several years and look forward to using the money to help their students.



Facility Administrator Sevier and all the staff at New Castle Correctional Facility are proud to be able to assist local schools and hope to continue building positive relationships with our great community.



Tagged with Totes

Written By **Melita Wilson, Broward Transitional Center**

Tedder Elementary School, in Pompano Beach, Florida, welcomed its upper-class teachers back this year with a little surprise. Thirteen classrooms of third to fifth graders received two totes each of school supplies. The plastic totes were put together according to grade level and included everything from erasers to composition books.

As usual, staff stepped up to the plate and donations poured in. Many staff members made several trips to the donation boxes with items that were unique and reflective of the donor's personality. Transportation Officer Carl Green and his wife JaQuira donated 168 backpacks to Broward Transitional Center (BTC) for the back to school drive. Tedder Elementary school received the backpacks to issue throughout the year to any of its students in need. The culture of BTC staff is one of giving; not only to the individuals housed there, but to the community it resides in.

Lonesome Dove Fest

Written By **Kourtney Johnston, Karnes County Immigration Processing Center**

The annual Karnes County Lonesome Dove Fest, which originated in 1994, is a countywide event sponsored and organized by the Karnes City Rotary Club. The festival is considered a celebration of the outdoors to help raise money for scholarships and community organizations. For the past 10 years, staff members from the Karnes County Immigration Processing Center (KCIPC) have volunteered their time to help organize the festival. Staff support the Smoking Barrel Cook-off, which awards master cook prizes to the top entry teams, and the Lonesome Dove Fest store for the two-day event. All funds generated from the event go toward scholarships for local high school students in Karnes County. KCIPC currently has two staff members who serve on the Rotary Club's board, Mythany Figirova-Inocencio, Programs Manager, and Aurelio Romero, Business Manager.





~Family Team members from left: Demi Kivimets, Cassandra Avendano, Liz Roper, Frank Quosdorf and Maureen Limock~

Specialist Team at Ravenhall Correctional Centre ●●● Boosting Family Connections ●●●

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

The Family Programs team at GEO Australia's Ravenhall Correctional Centre runs innovative programs dedicated to reducing recidivism that work to strengthen family connections and improve life skills.

The programs recognize that social and family support is an important area of an individual's life and can strongly influence the success of their transition back into the community.

Team members have been able to achieve excellent outcomes for participants like reconnecting them with their children for the first time during incarceration; supporting them through difficult children's court hearings and case plan meetings; providing strategies for parenting from a

distance; creating alternative and more effective communication strategies; and ensuring participants remain mentally active.

As the only dedicated Family Programs team within a Victorian Correctional Centre, Ravenhall's team of practitioners provide Family and Child Protection support to participants. They liaise with Child Protection departments on court and child contact matters and advocate for fathers to have safe and meaningful contact with their children.

Practitioners also provide support around connecting and re-connecting inmates with their family members through the Family Connect program.

Fathers are also eligible to complete an accredited Triple P parenting program. The program encourages participants to actively engage in a range of exercises to learn about the causes of child behavioral problems, goal setting, use of strategies to promote child development, manage misbehavior, and plan for high-risk situations.

There is also a Read Along with Dad program that aims to strengthen the relationship between fathers and their children through a pre-recorded audio book. It gives children the opportunity to hear their dad's voice and offers a significant opportunity for bonding.

Kutama Sinthumule Correctional Centre's Annual Charity Golf Day

Written By **Sandra Harding, South African Custodial Management**



Over the years, the Annual Charity Golf Day hosted by the Kutama Sinthumule Correctional Centre (KSCC) has not only become a highlight on the Louis Trichardt Golf Club's calendar, but also a lifeline for the schools, NGOs, churches, and other organizations that benefit from the proceeds of the event.

This year, staff working at the KSCC Community Resources Desk were tasked with conducting a need-based assessment of various community projects to determine which organization would benefit from the almost R100,000 that was raised during the Golf Day in May of 2021.

During their assessment, the Fulufhelo Special School in Thohoyandou caught their attention, and it was decided that they would be the beneficiary for the 2021 Golf Day proceeds. The school has been in existence since 1989 when it opened with 20 students. The number of students has grown over the years with a current enrolment of 810 registered students. The school makes provisions for students with intellectual, moderate, mild, severe, and profound disabilities.

Although the school has four campuses in various districts in the former Republic of Venda, it was decided that the main campus in Thohoyandou would be assisted. The school identified five needs, including the development of a play area for learners with intellectual disabilities to stimulate their fine motor and gross motor skills; the drilling of four boreholes on three of the campuses; the erecting of six mobile classrooms; the paving of certain areas; and the modification of the school hall.

During the assessment, it was found that the space for a play area had already been identified and the ground preparation had already been done by the school's management and the school's governing body. What remained to be completed was the provision and installation of the playground equipment as the school could not afford it without financial support.

In June of 2022, the completed play area was handed over to the school by KSCC Director, Mr. Dumisani Nzimande.

This year was the seventeenth time that Kutama Sinthumule Correctional Centre hosted their Annual Charity Golf Day, which took place over the summer.

Players from as far and wide as Mpumalanga, Gauteng, and Limpopo participated and were presented with goodie bags before teeing off. One of the signature characteristics of the golf day is that each and every player receives a prize during the prize giving ceremony, regardless of how the player did during the competition.

KSCC Director, Mr. Dumisani Nzimande, himself an accomplished golfer, welcomed the participants and thanked the sponsors who made the golf day a success.

The aim of the day is to raise funds in order to improve the standard of living for those in the Vhembe district. This year's proceeds of R95,500, which is about \$5,000 USD, will be used to sponsor a project at a very fortunate school or institution as part of KSCC's community projects.

We are thankful to the event organizers for coordinating another successful charity golf day and ultimately benefiting our local community. Like in other parts of the world, the small town of Louis Trichardt is coming to terms with the aftereffects of COVID-19 and the slump in the worldwide economy.

GEO Australia Staff Committed to Maintaining Aboriginal Culture

Written By **Lyndell Coutts, GEO Australia**

The culture, history and achievements of Aboriginal and Torres Strait Islander people are celebrated within all GEO managed correctional centres in Australia, as staff work to help build and maintain connections to this cohort of inmates. This is a key part of GEO Australia's commitment to the wellbeing of Aboriginal people in our care.

NAIDOC Week 2022 at Junee

Junee Correctional Centre staff and 271 Indigenous inmates participated in a range of activities for this year's National Aborigines and Islanders Day Observance Committee Week, which was themed "Get Up! Stand Up! Show Up! "

National Aborigines and Islanders Day Observance Committee Week is an opportunity for all Australians to learn about First Nations cultures and histories and participate in celebrations of one of the oldest, continuous cultures on earth.

Celebrations included a Smoking ceremony, Welcome to Country, stomp the ground ritual, a football knockout competition and a Yarning Circle. There were presentations from visitors and a lunch of Indigenous foods, including emu meatballs, crocodile cous cous and kangaroo curry. The week was a great success.

The Art of Incarceration

A group of current and former inmates from Fulham Correctional Centre were featured in The Art of

Incarceration, a new documentary that was released on Netflix in July of 2022, headlining its NAIDOC Week collection.

Narrated by Uncle Jack Charles (Boonwurring Dja Dja Wurrung), the film looks at the over-representation of Indigenous Australians in the correctional system and explores how art and culture can empower First Nations people while in custody and post release.

It also offers hope as it follows the men's quests for cultural identity and spiritual healing as they prepare for the annual Confined exhibition through The Torch art program and life on the outside.

10 Years of Dreaming Inside

This summer, the 10th volume of creative writing, Dreaming Inside: Voices from Junee Correctional Centre, was launched at the Wollongong Art Gallery by renowned writer Melissa Lucashenko.

The event featured Aboriginal music, dance and an auction of inmate art, with further promotion at the Sydney Writers' Festival.

A small group of tutors visits First Nations inmates twice a year and holds creative writing workshops that result in poetry, biography and other writing.

AFL Legend Shares Stories of Resilience

Ravenhall Correctional Centre recently welcomed Australian



Football League (AFL) legend Eddie Betts who addressed an audience of more than 140 Aboriginal and Torres Strait Islander inmates and staff about racism and resilience.

Eddie had a stellar 17-year professional career, having played 350 games for the Carlton and Adelaide Football Clubs. In retirement, he has moved into a development coaching role at Geelong Football Club.

Ravenhall Correctional Manager Michael McDonagh said the much-anticipated visit was thoroughly enjoyed by all.

"Eddie sat around the fire pit and spoke candidly about his personal journey from remote Western Australia - as a young boy who couldn't read and write who had a dream to play AFL," Michael said. "He spoke of his transition to bustling Melbourne and to finally realising his dream of playing AFL."

He also discussed the importance of being a role model to younger Aboriginal and Torres Strait Islander children and the importance of having an education. As a young boy, Eddie couldn't read and write, but has now written a number of children's books that are available in Victorian pre-schools.

Eddie spoke about being a positive influence and using his profile to educate people around racism and being a voice for Aboriginal and Torres Strait Islander people across the country.



Bi-Annual Transition Ceremony

Written By **Jennifer Volpe, Elizabeth CRC**

The Elizabeth Community Resource Center (CRC) recently hosted its bi-annual transition ceremony. This year was special because we were finally able to have a full in-house graduation. The ceremony featured many special guest speakers, including representatives from the New Jersey State Parole Board, former graduates of the CRC and the Director of Newark Public Works, who was our keynote speaker. This year from January to July of 2022, we had a total of 45 successful discharges. There were only 11 participants who were able to make it to the graduation since most of them were working. Every graduate received a certificate of completion and a goody bag filled with water bottles, journals, and inspirational cards. It's always a motivating and special occasion when we have transition ceremonies where participants are able to share their accomplishments with their peers and family members.



Inside Out Dads Graduation at Delaney Hall

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

Recently, Delaney Hall acknowledged several 'Inside Out Dads' graduates. 'Inside Out Dads,' facilitated by the Family Services Coordinator and Family Services Intern, is a program for incarcerated fathers that helps connect them to their children with the ultimate goal of reducing recidivism rates by fostering familial connections. Family Services staff members gave speeches, reflecting on how the achievements of these residents should be inspirational for all.

This was best expressed by Ms. Cashmere Johnson, Family Services Coordinator, "it is an unfortunate situation when families are broken apart due to any circumstance, especially in the instances of the residents and families we encounter. It is because of this that I believe programs such as 'Inside Out Dads' and 'Mentoring Our Moms' are an absolute necessity in aiding in the rehabilitation of those we serve. Having witnessed and shared in the personal growth of the residents in both groups has been by far my greatest pleasure while working for The GEO Group. It is my greatest hope that the children and families of these individuals are as positively impacted as we all have been once the residents return back to their families."

Tarrick Tucker, an 'Inside Out Dads' graduate, wrote and delivered a speech that captured the attention of those in attendance. All graduates were presented with certificates of completion and care packages.

Stockton DRC Celebrates Two Employees for their 5-Year Anniversary!

Written By **Gloria Alcantara, Stockton Day Reporting Center**

Ms. Kelly Clayton and Mr. Jorge Gutierrez began working with GEO Reentry Services in 2017. Ms. Clayton started as a Behavior Change Manager and was quickly promoted to Supervising Case Manager in January of 2018. Mr. Gutierrez started as a part-time Client Service Specialist, was promoted to Behavior Change Manager in January of 2018, and was recently promoted to Job Developer in May of 2022. Both individuals are relied upon to train new employees, facilitate EBP-related topics in staff meetings and quarterly trainings, and assist other offices as needed. Congratulations, Ms. Clayton and Mr. Gutierrez! Here's to many more years to come.





Annual Continuum of Care® Alumni Picnic

Written By **Angela Geisinger, GEO Care**

The following outstanding alumni and staff members were recognized and presented with a GEO Alumni surfboard:

- Keith Hooper - Life Time Achievement Award
- Kevin Sabbath - Alumni of the Year
- Lori Sink - CoC Facility Administrator of the Year
- Ron Thoreson - Assistant Facility Administrator/Programs of the Year
- LaTroy Monroe - Transition Case Manager of the Year
- Larrisha Jackson - Officer of the Year
- Post Release Case Manager of the Year - Kamilla Timaul and Tony Berrios

The following CoC Alumni were also recognized as Game Changers:

- Eddie Ybarra
- Drake Morey
- Stedmun Anthony
- Kenneth Williams

The GEO Continuum of Care® (CoC) Division provides alumni and mentoring services designed to assist participants with a successful return to the community. Alumni Services are available as pre-release and post-release components of reentry programming, establishing a continuum of care that extends to living in society after program completion.

Alumni members are comprised of former program participants and mentors who have been successful in their return to society. Members voluntarily join the Alumni Services program to mentor current participants and provide support and guidance as individuals develop pro-social skills and support each other pre- and post-release. Participants are encouraged to attend alumni meetings as part of their reentry programming, where they are introduced to other alumni members. Alumni from different states and cultures come together each week to not only support each other, but also support their communities. Alumni members return to facilities as living

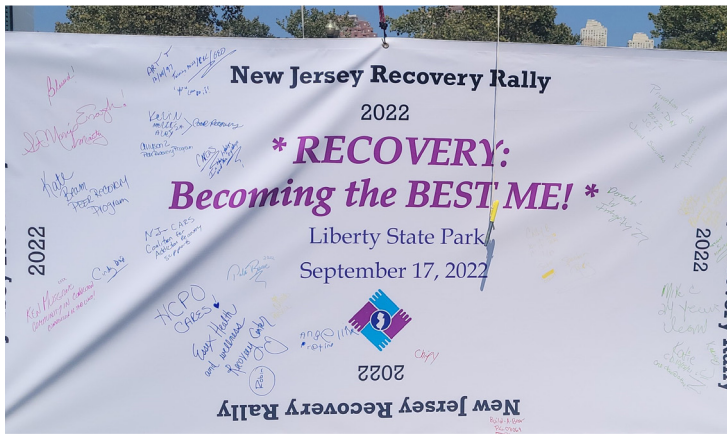
proof that positive goals can be achieved.

Each year, Alumni from across the country plan and participate in a national picnic. Pre- and Post- release participants work together to plan the event. This year, GEO Continuum of Care® participants worked with GEO Alumni Services to coordinate events and contests leading up to the picnic in Orlando, Florida. GEO facilities hosted art contests, festivals, and tournaments to promote Alumni and Second Chances. This year's theme was "GEO Alumni - Getting Everyone on Board." Alumni, staff, and pre-release participants also voted on awards that were presented at the Picnic.

GEO Game Changer Award Recipient, Eddie Ybarra, from Moore Haven Correctional and Rehabilitation Facility, attended the picnic with his mother and siblings. Eddie was all smiles when he accepted his award and commented on the importance of family. "It is an honor to be here with my family," Eddie said, pointing at his mom and siblings as

NEW JERSEY RECOVERY WALK

Written By **Arthur Townes, The Harbor House**



September is recognized as National Recovery Month. In recognition of the month and what it means, residents of The Harbor House pulled together as one and constructed two meaningful posters with the recovery theme: "Being The Best Me." The Harbor House resident poster was then entered into the 2022 banner contest at the New Jersey Recovery Advocates 2022 recovery walk. Encouraged by Harbor house staff, Christopher Tomkins and Gina Di Maiuta, the team put together two amazing posters within a 4-hour period that exemplify how recovery works. "When working together anything can be done," says Mr. Tomkins.

On Saturday, September 17, 2022, Alumni Manager Arthur Townes and fellow alumni members met at Liberty State Park. They proudly carried the banner to represent for the men who had created it, but also to commemorate their own recovery journey. The group joined a hundred or so individuals who had all come to the park to celebrate recovery, whether their own or that of a family member. There were also agencies on hand to help those still struggling with addiction and provide resources to anyone seeking information.

Marvin P., a Delaney Hall Alumni now living in a transitional sober house says, "this is the first time I am actually giving myself a chance." He reported that during his last stay in Delaney Hall, he finally heard what he had not heard in previous attempts at recovery and was grateful.

Unfortunately, the presented banner created by the men of Harbor House did not take home the top prize, but they were still overly ecstatic to have participated.

he continued to express his gratitude for his GEO family. "It's great to be part of the GEO family. Having those visits from alumni inspired me, and I can't wait to go back into the facility and uplift all of the future alumni. We are Family. We are GEO."

GEO Alumni and staff traveled from Pennsylvania, Georgia, Florida, Arizona, Oklahoma, New Mexico, New Jersey, Illinois, and Indiana to celebrate second

chances. The event lasted three days and provided participants an opportunity to meet with Second Chance employment and education vendors.

Ann Schlarb, Senior Vice President and President of GEO Care noted, "we celebrate each of our alumni and recognize them for the unique role they play in transforming lives. Every day, they are committed to giving back through powerful, purposeful experiences."

The following GEO CoC Staff were also recognized as Staff Game Changers:

- Kim Dachenhausen
- Jeff Wrigley
- Donna Jacobs
- Joe Williams



A Clean Slate

Written By **Stacey Velez, Luzerne County RSC**

Mr. Daniel Hudack had been a participant of the Luzerne County Reentry Service Center since January of 2021, and he graduated from the program in July of 2022. He wanted to give back to the program by utilizing his talents, so he took down the old Morac Recognition Therapy Iceberg mural and spackled and painted it to give us a clean slate. He felt that we gave him one as well. Mr. Hudack always says, "The world is your blank canvas to paint." Well done, Mr. Hudack!



Boise Connection and Intervention Station Celebrates its First Graduates

Written By **Lesette Ortiz, Boise CIS**



The Boise Connection and Intervention Station (CIS) recently celebrated 15 participants completing the program. During the ceremony, participants shared how the Boise CIS helped them make changes and inspired them to reach for their goals. The keynote speaker, Donald Woods, gave an inspiring speech about how the program made him work on his relationships. Donald Woods was the first participant to complete the program in September of 2021. During his speech, Mr. Wood said, "I'm 40 years old; I'm back in school; I have a relationship with my dad, and I'm off Parole! This program is hard, but don't let that stop you. Do the work."



Transition Ceremony at Vineland CRC

Written By **Myriah Jackson, Vineland Community Resource Center**

Recently, the Vineland Community Resource Center (CRC) hosted a Transition ceremony with lunch, gift bags, and special guests to celebrate Alumni participants who graduated from the program successfully. Some of the local Parole District Officers joined the ceremony to hand out certificates to the participants and share a few encouraging words about continuing on the right path. Parole District Lieutenant Baker took photos with our Alumni, shook hands, and handed them their certificate.

Lunch was delivered by Larry's Restaurant and consisted of a variety of sandwiches, salads, drinks, and chocolate chip cookies. The gift bags contained healthy snacks, gift cards, and inspirational quote keychains. Our current program participants, who were on-site, joined the celebration. This enabled them to see firsthand how we support their achievements and celebrate their success.

Twice a year, we invite Alumni who successfully completed our program back to the Vineland CRC. Staff congratulate them with speeches honoring the steps they have taken and continue to take every day towards change. Alumni also get to hear positive feedback from our special guests.

The Vineland CRC staff always look forward to celebrating the success of the participants they helped throughout their programming. It is especially rewarding to welcome participants back and to hear about their ongoing success and the accomplishments they continue to make for themselves, their families, and their communities.

Graduating participant, Mr. Derick Green, graciously thanked all of the staff at the Vineland CRC for the help given to him during his time in the program. Mr. Green successfully completed the Vineland CRC program with stable housing and employment. Balloons, lunch, decorations, pictures, and laughs were shared amongst all.



Seaside Center Residents Help Clean Up After Devastating Fire Destroys Local Landmark

Written By **Diane Harrington, Seaside Center**

Several residents at GEO's Seaside Center in Nome, Alaska volunteered recently to help clean fire equipment at the Nome Volunteer Fire Department after Typhoon Merbok blasted the western coast of Alaska. On the evening of September 17, 2022, during the storm, the local Bering Sea Restaurant caught fire and was destroyed, despite the tremendous efforts of the Nome Volunteer Fire Department to save the building. Fighting near hurricane force winds, fire fighters were able to contain the fire and prevent it from spreading to other nearby buildings.

The local community came together after the fire to help clean firefighting equipment and fire trucks. Seaside Center sent nine residents to the Fire Department to help in the cleanup. Seaside resident Franklin Richards said being able to participate in the post-fire cleanup gave him a sense of purpose and community. "The loss of the Bering Sea Restaurant was terrible for the Town of Nome, but it felt great to come together afterward to help in the cleanup," he said. GEO's Reentry Centers provide individuals that have transitioned from incarceration to the community with temporary housing, cognitive behavioral treatment, substance use education, and employment and education readiness programs. They also connect residents with local volunteer opportunities through the "Community Work Service" program.



Tampa RRC Celebrates First Year of Operation

Written By **Larry Whitman, Tampa RRC**

In September of 2022, the Tampa RRC celebrated its first year of operation. During its first year, staff accepted and overcame the multiple challenges associated with activating a new facility. In recognition of their dedication to the mission of the facility, staff enjoyed a grilled lunch, activities, and recognition. Residents also participated in basketball and corn-hole tournaments and enjoyed freshly grilled Philly Cheesesteak Subs.



End of Summer Cookout

Written By **Annette Garcia, Erie Outpatient Center**

To close out Summer of 2022, the staff and participants of GEO's Erie Outpatient Center in Pennsylvania gathered at the local Northwood Park. There was plenty of good food, games, and fellowship. A couple of the staff members showed off their dancing skills. There was a volleyball game and a very competitive board game with lots of laughter.

This was an opportunity for the staff and participants to not only have a good time and bond, but also to model prosocial activities without the use of alcohol and other substances. Everyone in attendance had a wonderful time. We ate, played games, talked, laughed, and enjoyed one another and the beautiful atmosphere in the park.

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