

GEO World

4th QUARTER 2025

A GEO Publication for Employees and their Families.



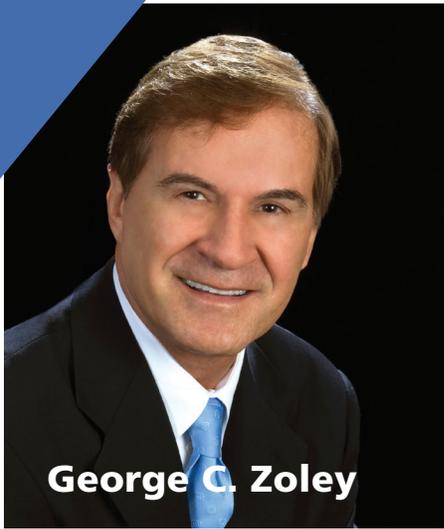
CONGRATULATIONS

GEO EMPLOYEES *of* THE YEAR



GEO
The GEO Group Australia Pty Ltd.





George C. Zoley

LETTER FROM THE CHAIRMAN, CEO, AND FOUNDER

To the GEO Family,

As we look back on 2025, our diversified business units achieved several important operational milestones.

At the federal level, we entered into new contracts to house U.S. Immigration and Customs Enforcement (ICE) detainees at three company-owned facilities: the 1,000-bed Delaney Hall Facility in New Jersey; the 1,800-bed North Lake Facility in Michigan; and the 1,868-bed D. Ray James Facility in Georgia. We also entered into a joint-venture agreement to provide management services at the state-owned, 1,310-bed North Florida Detention Facility. Additionally, we reactivated our 1,940-bed Adelanto ICE Processing Center in California, which had been previously underutilized due to a COVID-related court case.

At the state level, we were awarded three managed-only contracts from the Florida Department of Corrections for the assumption of management and support services at the 985-bed Bay Correctional and Rehabilitation Facility and the 1,884-bed Graceville Correctional and Rehabilitation Facility, and for the continuation of management and support services at the 985-bed Moore Haven Correctional and Rehabilitation Facility.

Throughout 2025, we entered into new or amended contracts to expand secure ground transportation services at seven ICE facilities, and

the support services that we provide under our ICE air transportation subcontract continued to steadily increase. We also entered into a new five-year contract with the U.S. Marshals Service for the provision of secure ground transportation services covering 26 federal judicial districts and spanning 14 states.

We are very honored to have also been awarded a new two-year contract by ICE for the Intensive Supervision Appearance Program (ISAP) at the end of September of 2025. We believe this important contract award is a testament to the high-quality electronic monitoring and case management services we have consistently delivered under the ISAP contract for over 21 years.

Finally, in December of 2025, we were awarded a new two-year contract by ICE for the provision of Skip Tracing services. Skip Tracing services entail enhanced location research primarily with identifiable information and commercial data verification to verify current address information and investigate alternative address information for individuals on the non-detained docket. This two-year contract award follows an initial Skip Tracing pilot contract that we successfully implemented during the fourth quarter of 2025.

In addition to showcasing GEO's operational successes, we are proud to take this opportunity to honor our GEO Employees of the Year. The individuals receiving these prestigious awards exemplify the dedication and professionalism that drive our company towards operational excellence. I invite you to join me in congratulating them and expressing our appreciation to the approximately 20,000 GEO employees around the globe.

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FEATURED ARTICLES

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2025

OPERATIONAL EXCELLENCE

LEADERSHIP CONFERENCE



FACILITY ADMINISTRATOR OF THE YEAR

LEONARD ODDO

Moshannon Valley Processing Center

Leonard Oddo has been the Facility Administrator at Moshannon Valley since August 16, 2021. In May of 2023, Facility Administrator Oddo and his team were awarded the Moshannon Valley Economic Development Partnership Employer of the Year award for The GEO Group's tireless efforts in the Moshannon Valley Region. During the past year, Facility Administrator Oddo was recognized by Pennsylvania State Senator, Wayne Langerholc for GEO's significance to the Pennsylvania region. The State Senator thanked Facility Administrator Oddo for supporting local businesses and for everything GEO has done for the community.

Mr. Oddo has built a strong rapport and a major following with both the community and the staff at the facility. He continues to integrate the facility as a stakeholder in the community, by serving as a member of the Moshannon Valley Economic Development Partnership, the Criminal Justice Advisory Board for the District Attorney, and hosting very successful community relations board meetings with local community leadership. In coordination with local leaders, he and his team also coordinate the annual scholarship program, with The GEO Group Foundation awarding \$18,000 annually to local high school students.

Mr. Oddo has also provided the client with staffing and security upgrade recommendations by hiring seven housing unit supervisors and an additional assistant facility administrator.

Mr. Oddo is committed to working within established procedures and fostering an environment where staff see the direct impact of positive changes. He has been successful with large projects and has been part of the development of many leaders within the company. He and his team have worked diligently to improve employee recruitment and retention.

Mr. Oddo, is a dedicated leader who prioritizes efficiency and productivity within established procedures. He fosters an environment where staff strive to improve themselves and others. Mr. Oddo is successful in large task projects and encourages staff to take on larger roles. He monitors progress and seeks feedback from staff. Under his leadership, the Moshannon contract is one of the highest performing facilities at GEO. Mr. Oddo's leadership skills, professionalism, and dedication are respected by many, and his positive and selfless attitude make him worthy of being Facility Administrator of the Year.



EMPLOYEE OF THE YEAR

JATINDER SINGH

Northwest ICE Processing Center

In a year characterized by innovation, dedication, and unwavering professionalism, Jatinder Singh has been honored as the Employee of the Year. With 19 years of service at the Northwest ICE Processing Center, his contributions have not only elevated operational standards but also strengthened the Center's commitment to operational excellence.

Mr. Singh played a pivotal role in modernizing the center's infrastructure. He led the installation of a new phone system, oversaw the complete rewiring of phone and camera lines, and eliminated all unsecured hubs, enhancing both security and efficiency. His leadership also extended to upgrading the proximity card system, replacing 56 door access readers, and assisting in the programming of Master Control touch screens and door controllers.

Beyond his technical expertise, Mr. Singh's multilingual abilities in Punjabi, Hindi, and Urdu have made him an invaluable resource. He is frequently called upon by ICE and GEO executive staff to provide live translation services for Indian detainees, fostering clearer communication and cultural understanding. His support in the law library, especially with

computer-related inquiries, has further empowered detainees in navigating legal resources.

Mr. Singh's commitment goes far beyond the call of duty. Whether ensuring that all computer equipment in intake and master control is functioning optimally or responding to MIS issues at any hour, his reliability is unmatched. His dedication was exemplified when he resolved a critical system issue while on vacation in Hawaii, spending hours on the phone to ensure operations remained uninterrupted.

Colleagues across departments praise Mr. Singh's collaborative spirit. He is known for his patience, accessibility, and respectful communication with everyone, from facility administrators to clerks. His ability to explain complex technical issues in an approachable manner has earned him admiration and trust throughout the facility.

Mr. Singh's recognition as Employee of the Year is a testament to his exceptional skills, tireless work ethic, and profound impact on The GEO Group. His story is one of quiet leadership, technical mastery, and heartfelt service, a true embodiment of excellence in Secure Service operations.



CORRECTIONAL OFFICER OF THE YEAR

HARRY VERNON

Folkston ICE Processing Center



Harry Vernon began his career as a correctional officer at D. Ray James Facility in 2007, while it was under contract with Cornell Corrections. He was an integral part of the transition from the state contracted facility run by Cornell Corrections to the Federal Bureau of Prisons contracted facility run by The GEO Group in 2010. Vernon transferred from D. Ray James Correctional Facility as a correctional officer to Folkston ICE Processing Center (FIPC) as a detention officer in 2021.

Mr. Vernon has achieved many accomplishments during his 18-year correctional career. From 2008 to 2009, he became the leader of a five-man Tactical Utility Team, responsible for monitoring operations throughout the facility and responding to disturbances. Officer Vernon often used his exceptional interpersonal communication skills to de-escalate tense and stressful situations.

In 2012, Vernon received temporary duty assignments in Mississippi and Texas, collaborating with other Correctional Emergency Response Teams (CERT) to regain operational control of multiple facilities which had inmate disturbances. Those facilities included East Mississippi Correctional Facility and Marshall County Correctional Facility in Mississippi, as well as Big Spring Correctional Facility in Texas.

Shortly after transferring to FIPC, he voluntarily assumed the role of CERT Commander. Since undertaking those responsibilities, he reestablished the foundation of CERT by reinforcing the importance of teamwork, dedication, determination and commitment. At the same time, he made extensive efforts to enhance his skill set with regular training and by obtaining the following certifications: NRA Firearms Instructor, Chemical Munitions Instructor, Georgia Board of Private Security (GBPS) certified, Defensive Tactics Instructor. Additionally, he has completed room-clearing training with Jacksonville SWAT. The combination of all his certifications, training, and years in the correctional environment have greatly served to benefit not only FIPC but The GEO Group as a whole. He has raised the standard for many of his peers by mentoring the new officers and taking a personal interest in the success of all employees.



Mr. Vernon and all of the CERT team work with the local Charlton County Sheriff's department during their annual Junior Sheriffs' Academy. They assist the department while serving as a positive role model to youth and future correctional and law enforcement officers. He states, "I thrive on teaching others how to maintain control of a situation from the inside out! CERT has been a passion of mine since I started in corrections, and I take pride in the work I've done since then. Every role I've taken on and the people who have been part of my journey mean so much to me, not only at my facility but across all GEO facilities."

Outside of his work with GEO, Vernon enjoys spending time with his wife, Jessica, whom he has been married to for 18 years, and their four children: Jordan, Chase, Cassidy, and Ava. They also have three English Bulldogs-Bledsoe, Nori, and Molly. In his free time, he loves going on fishing trips, all things New England Patriots, and fully embracing all aspects of fatherhood. Congratulations on being selected as the Correctional Officer of the Year!

GTI OFFICER OF THE YEAR

JOSHUA MCCRAY

Aurora ICE Processing Center



Joshua McCray, a Senior Transportation Officer at the Aurora ICE Processing Center, has proved himself as a leader and an exemplary employee. He is trusted by the Transportation Manager and Facility Administrator to go above and beyond. Mr. McCray is a planner and an organizer for third shift GTI operations along with assisting in training and certifying all facility staff in firearms. Recently, he was the first to respond to a red code (fire) and extinguished it, preventing any damage and property loss.

His leadership began when he was selected as Senior Transport Officer, and volunteered to become a facility firearms instructor. Always wanting to learn and take on new projects, Mr. McCray has learned the Key Control System and now helps

with key accountability reports and how to navigate system.

In his current role as a GTI Senior Transport Officer and GEO/GTI Firearm instructor, Mr. McCray works with the Facility Training Administrator and Transportation Manager to ensure all Correctional Officers and Drivers are trained and firearm certified.

Mr. McCray has both the ability and the drive to learn and understand as much as possible as he wants to ensure that the Aurora Team is successful in their daily assignments.

He is committed to upholding the highest standards of safety, compliance, and professionalism in all aspects of his work. He works tirelessly to help in any way possible to ensure all client requests are met; and



he maintains a rapport with all facility administrative staff, and clients that represents GEO's commitment to operational excellence.

Mr. McCray's leadership is exemplified by his active listening, clear communication, and willingness to help others. Congratulations on being selected as the GTI Officer of the Year!



ALEX POULIOS

Fulham Correctional Centre

It comes as no surprise that Fulham Correctional Centre Correctional Manager Alex Poulios has been named The GEO Australia Employee of the Year; a well-deserved recognition for someone who embodies persistence, dedication, and accountability in everything he does. Since joining GEO in 2011, Alex has consistently challenged himself to grow, striving for continuous improvement while fully embracing the organisation's core values.



One of Alex's most impactful contributions is the creation of the Post Graduate Support Program. Designed to support recently graduated correctional officers during their first six months on the job, this initiative is a testament to Alex's relentless drive for progress and his commitment to setting others up for success. One key quote from staff nominating Alex stands out and best summarises him - "Alex is a believer in the continuous improvement

process. This has been evident by the way he has identified areas in need of improvement and then developed new innovative processes to enact this improvement."

Alex was the main driver behind Fulham achieving its hard-to-achieve case management benchmark. He has personally conducted many hours of staff training and is always available to mentor new staff in case management practices. His persistence and tireless work ethic has not only earned him the respect of his team but has also helped shape a more supportive and effective workplace.

Over the years, Alex's efforts have not gone unnoticed. His impressive track record includes multiple accolades, such as the Outcome Focused Award, a Certificate of Appreciation, and several Employee of the Month recognitions. His dedication to operational excellence and innovation makes him a standout leader and a true asset to the team at Fulham and GEO Australia.

Colleagues consistently describe Alex as a dedicated professional whose passion for correctional services and rehabilitation is both genuine and inspiring.



Staff often point to Alex's approach as a catalyst for positive change. His ability to see beyond routine operations and focus on long-term outcomes has transformed the way many view their roles. In the words of one colleague, "Alex doesn't just do the job – he improves it."

When asked about receiving this award, Alex expressed his gratitude stating, "I have been employed at GEO for 14 years, during which time I have had the privilege of working across a variety of roles and departments. I am sincerely grateful for the comprehensive training and mentorship I have received throughout my tenure. I also deeply appreciate the ongoing support and patience the company has extended to me over the years." His commitment to operational excellence makes him the deserving recipient of The GEO Australia Employee of the Year Award.



BI EMPLOYEE OF THE YEAR

ART NEWSOME

Boulder, CO - BI

Art Newsome began his BI career in 1995. Over his 30+ year tenure, he has excelled in each of his roles as Senior Software Developer, Team Lead, Solutions Architect, Application Architect, and now Distinguished Enterprise Architect.

Art currently focuses on the enterprise, data, and application architecture as the sole architect for a team of 40+ developers and testers. Lately, he has been working on future innovations and improving TotalAccess for BI customers.

At BI, Art has remained a focused and dedicated team and technical leader throughout his career. He is a great collaborator and teacher, and readily engages with any individual to answer questions, share knowledge, and promote an exchange of ideas and approaches.

Often called the “master of metaphor,” Art translates complex technical concepts into clear, accessible language for nontechnical audiences. As a result, he serves as the default presenter for our technology solutions to the business.

Art’s favorite part of the job is the people he gets to work with and problem solving. Art stated that his proudest moments at

BI include the day TotalAccess was launched and writing the TAD algorithm. Art is one of the key brains and architects for the TotalAccess software that serves as a central command platform for over 300,000 monitored individuals and over 400 BI customers at the county, state, and federal levels. “Almost every day is great,” he stated with a smile while reflecting on his many achievements.

When he is not working, Art enjoys spending time outdoors gardening, hiking, and playing golf. He also enjoys spending time with his wife, Melissa, their two daughters, and their granddaughter. Congratulations, Art on all of your accomplishments and this award!





REENTRY EMPLOYEE OF THE YEAR

JOLINE MARTINEZ

Arapahoe Community Reentry Center

Joline Martinez has been a GEO employee for 12 years and currently serves as the Business Manager at the Arapahoe Community Reentry Center (ACRC) in Littleton, Colorado. She has made a direct impact on four facilities across three different states. In addition to her responsibilities at ACRC, she has taken on the Business Manager role at the New Mexico Men's and Women's Treatment Facilities and the Casper Reentry Facility. She has excelled in learning and managing unique billing processes for five additional contracts. She has worked collaboratively with vendors to address billing delinquencies and ensure that outstanding invoices are paid. She has also traveled several times to New Mexico and Wyoming to support audit preparations in both the Business Office and Human Resources.

Additionally, she has provided support to the Senior Area Manager and Directors in Wyoming, New Mexico, and Colorado regarding processes and procedures. Her most notable quality is her ability to accomplish tasks when others have struggled.

Ms. Martinez consistently exceeds expectations in her collaboration with various facility directors, corporate staff, Division of Criminal Justice personnel, facility

staff, and residents. She remains professional, clear, and concise in delivering information, coordinating events, managing business operations, and identifying security deficiencies. She has demonstrated remarkable professionalism and has consistently surpassed performance expectations throughout her reentry career.

Ms. Martinez has also played a crucial role in coordinating community events that reflect positively on GEO and serves as a great representative of GEO Reentry and Family Reunification Events. Her contributions include participating in back-to-school carnivals, donating to local women's shelters, volunteering at the Humane Society, and collaborating with the Division of Criminal Justice for annual conferences. Her efforts are invaluable, fostering positive relationships within the community, among staff and residents. She also participates in numerous events hosted throughout the year.

Ms. Martinez possesses excellent communication skills, and her knowledge, skills, and abilities in all aspects of facility operations are exemplary. She is an outstanding team player, demonstrating her commitment and dedication to the GEO team through her remarkable contributions to three other facilities in addition



to ACRC. She is also training new and interim directors in business operations. The directors at ACRC, New Mexico, and Casper hold her in high regard and depend on her guidance and ability to train their staff. She collaborates closely with the Senior Area Manager on all fiscal and HR related matters for the region, consistently acting as a team player for the benefit of the company.

Martinez values family and is dedicated to her husband, Dave, and her grandson, Isaac, whom she is raising. Congratulations on being the Reentry Employee of the Year!





Dr. Eugene Herrmann

Presented with an Award at the American Correctional Association Conference

Written By **Yamileth Fisher, Corporate Office, Health Services**

In 2025, The American Correctional Association's (ACA) 155th Congress of Corrections was held in Denver, Colorado. The Congress provided many workshops focusing on security, medical, and mental health issues. During the conference, Dr. Eugene Herrmann, Vice President of Behavioral Health, was presented with the American Board of Correctional Psychology's (ABCP) People Helping People Award by Dr. Dean Aufderheide, who is the founder of the ABCP and the Director of Mental Health for ACA. The award is given annually by the ABCP to individuals based on their exemplary service and contributions to Correctional Mental Health.

Dr. Herrmann has previously served as the Chair of the ACA Behavioral Health Committee and has been a member of both the Behavioral Health and Substance Use Disorder Committees. He has given presentations with others at ACA on completing the psychological autopsy, Medication Assisted Treatment, and how Attention Deficit Hyperactivity Disorder is underdiagnosed and often untreated in correctional settings.

Dr. Herrmann has been in the field for over 30 years, serving as a psychologist in both federal and state prisons, an Assistant Facility Administrator for a sexually violent predator program, and Director of Psychology at a forensic hospital. He has worked for GEO for over 29 years, the last 12 at the corporate level with the responsibility of overseeing Behavioral Health Services across all U.S. GEO facilities.

His focus has always been on providing quality behavioral health care for those individuals in our facilities. He has devoted his career to the treatment of those with mental illness in the prison and forensic hospital system. He indicated that it is an honor to receive the ABCP's People Helping People Award while also recognizing that successful treatment is provided by medical, psychiatric, behavioral health, and security staff working together in a multidisciplinary approach. We at GEO are happy that he is on our team and look forward to his continued contributions to making a difference in the treatment that we provide in our facilities. Congratulations Dr. Herrmann for receiving this well-deserved honor!



Jennifer Houston: Celebrating a 30-Year Milestone

Written By **Margie West, Corporate, Human Resources**

Jennifer Houston's remarkable 30-year journey with The GEO Group exemplifies growth, resilience, and purpose. Her story illustrates how hard work, a willingness to take initiative, and commitment to GEO's mission can empower young professionals, particularly women, pursuing careers in law enforcement and corrections at the executive management level.

Jennifer began her career in 1995 as a Florida state-certified Correctional Probation Officer, later serving as a Classification Officer and Case Manager at the Moore Haven Correctional and Rehabilitation Facility. During her early years, she navigated the complexities of correctional operations across various state facilities and jurisdictions, managing diverse populations that included male and female adults, youthful offenders sentenced as adults, individuals with special needs, and maximum-security inmates. These formative experiences provided a strong foundation for her subsequent leadership roles.

Her career progressed as she transitioned to the Eastern Region Office, where she became the Manager of Contract Compliance. In this role, she managed client communications, oversaw contracts, and facilitated facility activations. Eventually, Jennifer moved to the Corporate Office, continuing her work in compliance and litigation. Today, she serves as Executive Vice President of Client Relations, leading large proposal teams and overseeing major projects with total values exceeding hundreds of millions of dollars annually. Jennifer plays a crucial role in GEO's efforts to expand and diversify its

client base, acting as a strategic advisor to senior management across the company on growth opportunities. Her work encompasses federal, state, and local agencies, and she also contributes to GEO's international initiatives in the United Kingdom and Australia.

Among the many impactful moments in her career, Jennifer considers her involvement in the development of GEO's Continuum of Care initiative as particularly meaningful, as it leverages the full extent of GEO's capabilities. This CEO-led rehabilitation program is designed to assist individuals in GEO's care in successfully reintegrating into their communities and reducing recidivism through evidence-based practices. Jennifer takes great pride in this initiative, emphasizing the dedication and compassion that GEO employees bring to their work—a commitment that often goes unnoticed outside the organization.

Reflecting on her 30 years at GEO, Jennifer shared how both the company and her career have evolved in ways she never anticipated. She feels fortunate to have grown alongside the organization and remains motivated by the opportunity to collaborate with passionate colleagues and make a meaningful impact each day.

For those just starting their careers, Jennifer offers simple yet powerful advice, "stay curious, take initiative, and be open to learning." She encourages new professionals to approach every task—regardless of its size—with excellence. While a first job may not be a dream role, it can lay the groundwork for something greater. She emphasizes the importance of initiative, relationship-building, integrity, and hard work.

GEO's Internal Audit Department Builds Momentum with Workiva

Written By **Rhonda Weir, Internal Audit**



In 2025, GEO's Internal Audit Department launched Workiva, a cloud-based platform designed to modernize the audit process and enhance efficiency. Through its collaborative workspace, Workiva enables auditors and clients to interact by consolidating workflow and communications in a single location, thereby reducing the overall cost of compliance.

Feedback from clients across GEO consistently highlights the platform's user-friendly design and the advantage of having greater control over the audit process by clearly tracking requests and managing evidence in a centralized location. Additional benefits include a reduction in manual processes and administrative efforts, minimizing disruption to their operations.

Our decision to adopt Workiva was driven by a mandate from executive management to modernize audit operations and lay the groundwork for future analytics and automation opportunities. Workiva's secure and scalable environment allows us to maintain compliance while remaining agile in response to evolving regulatory demands. This transformation strengthens the internal audit function and reinforces our organization's overall governance framework.

With the program now firmly established, the department is excited to further expand the use of Workiva's capabilities in 2026 and extend adoption throughout the organization.

Contact us to learn how to get involved, and we'll assist you in setting up your own departmental collaboration site within the tool!



Riverbend Correctional and Rehabilitation Facility is Accredited by Cognia

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

Through a rigorous review process, Riverbend Correctional and Rehabilitation Facility (RCRF) has demonstrated its ongoing commitment to educational excellence and has received renewed accreditation from Cognia. Maintaining Cognia accreditation is important for correctional facilities because it ensures a high standard of educational quality, which is directly linked to lower recidivism rates, improved post-release employment, and a safer environment within the facility. By holding programs accountable to rigorous, evidence-based criteria, accreditation validates their educational value and positive impact on incarcerated individuals.

From day one, our goal has been to assist the culture within the facility by giving incarcerated individuals a sense of purpose and hope, which contributes to a safer environment for both staff and inmates. Education in corrections is a vital tool for rehabilitation that reduces recidivism and improves post-release employment. By equipping individuals with the skills and knowledge to succeed, it helps them reintegrate into society and break cycles of crime. For these reasons, RCRF will continue to strive and evolve our Education Department.

We would also like to give special recognition to Donna Jacobs, Academic Instructor, for her hard work and dedication to the accreditation process. Donna, we are a success, because of you and your passion for education. Thank you for all you do!



Karnes County Immigration Processing Center Toys For Tots

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

This holiday season, Karnes County Immigration Processing Center proudly joined forces with Toys for Karnes County Tots to bring joy to children in need. Through the generosity of our team, we collected a large number of toys, ensuring that local families experience the magic of the holidays. Our commitment to community service reflects our core values of compassion and unity.

Reentry Success Story From Florence West Correctional and Rehabilitation Facility

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

Damien Long has spent years incarcerated, primarily due to a substance abuse problem he developed early in life. While at Florence West Correctional and Rehabilitation Facility (FWCRF), Mr. Long decided it was time to make a change and focus on becoming the best version of himself, not only for his own benefit but also for the other residents at FWCRF. He has dedicated many hours of his free time to assisting fellow residents with their substance abuse challenges. Mr. Long firmly believes that addiction should not define a person or their true identity. In November 2023, he became certified as a Reentry Support Specialist and received a Behavioral Health Technician (BHT) Certificate from the State of Arizona.

Mr. Long was released from FWCRF in April 2025 and immediately resumed his

efforts to help other former residents who are on parole. He recognized that his past was not a burden holding him back but rather a compass directing him to those who need his assistance the most. He began working as a Recovery Support Specialist for Sanctuary Recovery Centers in Arizona. Mr. Long maintains contact with the program staff at FWCRF and continues to keep us updated on his successes. One of his most recent accomplishments, of which he is extremely proud, is his brand new 2026 Chevy Trailblazer.

To say that we at FWCRF are proud of Damien Long's achievements is an understatement. For him, the sky is the limit. After completing a year of parole, Mr. Long's next goal is to secure a job with The GEO Group, enabling him to help others around the globe in their recovery journeys.

Outstanding Chaplain Award

Written By **Andrew Beguhn,**
New Castle Correctional Facility



Chaplain Eric George from New Castle Correctional Facility (NCCF) received the "Outstanding Chaplain" award from Prison Fellowship in late 2025. Chaplain George had been nominated by multiple individuals from NCCF for the work he does to help maintain a safe, secure, and positive culture at the facility. Chaplain George has been at NCCF since August 2021 and does an excellent job working with all faiths, providing spiritual and personal guidance to our population.

Prison Fellowship is a national non-profit Christian organization that strives to "encounter Jesus with those impacted by incarceration." The organization works with individuals who are currently incarcerated, as well as those who are formerly incarcerated, using a variety of resources and program areas such as Restoring Prisoners to Christ, Developing Good Citizens, and Serving Children and Families.



Blackwater River Correctional and Rehabilitation Facility Recruiting Event

Written By **Patricia Dawson,**
Blackwater River Correctional and Rehabilitation Facility

Blackwater River Correctional and Rehabilitation Facility recently hosted a hiring/recruiting event at the Pensacola Blue Wahoos Stadium. The event showcased our ongoing efforts to establish a positive presence in the area, raise awareness of our mission/vision/values, and connect with potential applicants for our open positions.

Moore Haven Correctional and Rehabilitation Facility Welcomes the New Year with New Graduates

Written By **Angela Geisinger,**
Moore Haven Correctional and Rehabilitation Facility

At the most recent graduation ceremony at the Moore Haven Correctional and Rehabilitation Facility (MHCRF), the theme of “Next Steps” served as a powerful reminder that graduation is not the end goal but rather a launchpad for growth, employment, reconnection with family, and reintegration into society. It embodies the spirit of individuals who, despite their incarceration, have chosen to move forward with purpose. ‘Next Steps’ isn’t just a slogan; it’s a mindset. Each of these men has taken responsibility, embraced opportunity, and committed to the path ahead. Today, we celebrate where they’re going, not just where they’ve been. Through their program, the graduates were encouraged to view their education not as a finish line, but as a foundation for continued learning, leading by example, and contributing meaningfully to their communities upon release.

The graduation ceremony united families, facility staff, and executive leadership. For many students, this event represented their first academic milestone. Families watched with pride as cheers and applause filled the room while students walked across the stage, symbolizing their commitment to change and their readiness for the future. Facility leadership delivered heartfelt remarks, applauding



not only the students but also the educators who guided them.

The Career and Technical Education graduates earned national, state, and industry-recognized credentials. GEO’s rehabilitation programs are designed to prepare participants for real-world employment in high-demand fields, giving them a competitive edge during reentry.

High School Equivalency degree graduates successfully completed rigorous coursework in math, science, social studies, and language arts, culminating in the achievement of a state-recognized high school equivalency diploma. These academic accomplishments are a testament to their perseverance and the effectiveness of Moore Haven CRF’s instructional staff.

As the calendar turns and a new academic cycle begins, MHCRF has set the tone for 2026—a year of intentional growth, measurable outcomes, and second chances. Through the lens of “Next Steps,” the facility continues to embrace its mission of rehabilitation through education, helping residents reclaim their futures one credential, one class, and one step at a time.



Sharpening Skills and Strengthening Security at Montgomery ICE Processing Center

Written By **Nelson Hackmaster, Montgomery ICE Processing Center**

In late 2025, the Montgomery ICE Processing Center in Conroe, Texas, became a hub of expertise, collaboration, and cutting-edge training. GEO hosted an Advanced Security Threat Group (STG) Investigator Course. This was a joint initiative between Secure Services and Reentry Services bringing together dedicated professionals to strengthen our frontline defenses against emerging threats.

This intensive training went far beyond the classroom. Participants engaged in deep dive sessions on identifying and countering internal and external threats, building critical intelligence networks, and leveraging partnerships with external gang resources. The curriculum also emphasized investigative techniques that enhance both prevention and response capabilities in complex operational environments.

The course was led by one of GEO's most respected subject matter experts, Facility Administrator, Juan Baltazar from the Aurora ICE Processing Center. Known for his hands-on leadership style and vast field experience, Baltazar brought real-world insights that resonated with every attendee. His instruction combined practical case studies with interactive exercises, ensuring participants left with both the knowledge and the confidence to apply these strategies immediately.

Hope & A Future at Phoenix West

Written By **Mary Coonrod, Phoenix West Correctional and Rehabilitation Facility**

Hope & A Future is an Arizona-based charitable organization dedicated to foster care, believing that every foster child deserves hope and a bright future. Their mission is to help these children reach their potential and achieve their dreams. Since 2004, they have assisted thousands of children by providing summer camp experiences, teaching life skills, offering mentorship and scholarships, and ensuring that as many foster children as possible can celebrate Christmas with a gift. The Christian values of compassion, love, encouragement, acceptance, relationships, and service are the foundation of Hope & A Future's programs. For foster children, these values translate into a life filled with hope and a brighter future.

Each year, the staff at Phoenix West contribute gifts to Hope & A Future through an Angel Tree program. A Christmas tree is set up in the facility lobby, where staff can select one or more recipient cards from the tree, purchase an age-appropriate gift as suggested by the charity, and return it to the lobby to be placed under the tree. In 2025, a total of 40 individual gifts were donated, and the facility also donated \$2,500 through The GEO Group Foundation for additional Christmas gifts for the children.



Kingman Correctional and Rehabilitation Facility Bridges the Gap Between Staff and Inmates with Recovery Support Specialist Certification

Written By **Kimberly Moore, Kingman Correctional and Rehabilitation Facility**

The Kingman Correctional and Rehabilitation Facility (KCRF) facilitated Recovery Support Specialist Certification in late 2025, creating a connection between staff and inmates. This initiative aims to empower both groups to become advocates for mental health, substance abuse prevention, and support for individuals in recovery.

The primary role of a Recovery Support Specialist is to offer guidance, encouragement, and practical assistance to individuals facing substance use or mental health challenges. By sharing their life experiences, they help others navigate the recovery process, build resilience, and achieve long-term well-being.

Implementing the Recovery Support Specialist Certification for both correctional staff and offenders has effectively bridged the gap and reduced the stigmas that separate the two groups. A small sample of ten inmates and six correctional staff members has shown that this training fosters an equal platform, enabling both sides to come together and pursue a common, transformative goal.

Inmate Ryan Edwards remarked, “the Recovery Support Specialist certification at the Kingman CRF has been nothing short of innovative and invigorating. Training alongside staff members to achieve a unified goal has allowed us to view our environment from a different perspective and laid the foundation for mutual understanding, promoting a reform of the long-standing stigmas and stereotypes that have divided inmates from correctional staff. The format of this course has provided each of us with a unique opportunity to find common ground and bridge the gap.”



East Hidalgo Detention Center Partners with Community to Give Back

Written By **Angelita Perez and Jennifer Zavala,**
East Hidalgo Detention Center

'Tis the season for giving. This season, East Hidalgo Detention Center (EHDC) collaborated with local schools to assist children in need and Driscoll Children's Hospital for their Annual Toy Drive. The EHDC team set up an Angel Tree, which contained more than 30 tags for children requesting their Christmas wishes. The tree was decorated and brought smiles, hope and excitement to staff as they picked their Christmas Angel. Employees brought their wrapped presents, each containing items from their Angel's personalized wish list. Together, we provided the children with clothes, coats, shoes, and toys. In addition, Driscoll Children's Hospital provided a list of needs for all age groups, which EHDC staff referred to for Christmas shopping. We were able to deliver boxes full of new toys for children who were spending the holiday season away from home. Our efforts did not just bring significant joy to the children, but also everyone on our team who assisted in the execution of the Christmas Spirit in our communities. We look forward to making this an annual EHDC Christmas tradition.

El Centro Detention Facility Receives Appreciation Plaque from Imperial Valley College

Written By **Rachel Camacho, El Centro Detention Facility**

During a formal ceremony held on December 10, 2025, at Imperial Valley College (IVC), the El Centro Detention Facility (ECDF) was officially recognized for its outstanding commitment to the community. The college presented ECDF with the EOPS CARE Appreciation Plaque, an honor reserved for partners who demonstrate exceptional support for economically disadvantaged single-parent students and their families. This recognition follows ECDF's significant participation in the IVC CARE Angel Tree Program. This annual initiative collaborates with local businesses and facilities to "adopt" students' children, providing essential needs, clothing, and holiday toys. A special thank you goes out to Jovanna Perdomo, ECDF's Grievance Coordinator, for her coordination of this event for the Facility, as well as to the volunteers whose collective generosity transformed the holiday season for local families. We express our deepest gratitude to every staff member at ECDF who adopted an angel and volunteered their time for the gift distribution event. Your generosity and selflessness have truly made a difference in the holiday season for local families. By providing these gifts, you are not only fulfilling a wish list, you are also serving as a beacon of support for our community.





Moshannon Valley Staff Deliver 500 Meals to the Community

Written By **Charis Proud,**
Moshannon Valley Processing Center

Staff at the Moshannon Valley Processing Center (MVPC) recently showcased their commitment to service by coming together to prepare and deliver 500 meals throughout Clearfield County.

Through months of employee-led fundraising efforts—including dress-down Fridays, raffles, basket drawings, and other initiatives—team members raised the necessary funds to purchase ingredients, prepare homemade meals, and personally deliver them to individuals in need across the community.

In partnership with the Clearfield County Area Agency on Aging, MVPC staff identified seniors and homebound residents who could benefit from a warm meal and a friendly visit. Staff volunteers dedicated their time to cooking, packaging, and coordinating deliveries, ensuring that each recipient received not only food but also a reminder that their community cares.

“This effort truly reflects the heart of our staff,” said a team member. “Our team continually looks for ways to give back, and this project allows us to support some of our most vulnerable neighbors. It’s about more than a meal—it’s about connection, compassion, and service.”

Dozens of employees volunteered their personal time to make the event possible, working together to prepare hundreds of meals and traveling throughout the county to deliver them directly to residents’ homes. For many recipients, the visit provided both nourishment and meaningful human interaction during the holiday season.

This annual outreach initiative has become a tradition for MVPC, reinforcing the facility’s commitment to community partnership and public service. By collaborating with the Clearfield County Area Agency on Aging, the team continues to make a positive impact beyond their daily responsibilities.

Through teamwork, generosity, and dedication, MVPC staff once again demonstrated that small acts of kindness can make a significant difference—one meal at a time.



Spreading Holiday Cheer: Central Valley Annex’s Heartwarming Tradition

Written By **Abigail Castañeda,** Central Valley Annex

Every year, the team at Central Valley Annex comes together to embrace the true spirit of giving. For the past four years, our staff has proudly upheld a cherished tradition: adopting a child’s Christmas Wishlist and donating gifts to the students at Browning Road STEAM Academy.

This initiative is more than just gift-giving—it’s about creating moments of joy for children who may be facing difficult circumstances. Seeing the smiles on their faces reminds us why we

do this year after year. It warms our hearts and reinforces how blessed we are to be part of such a caring community.

Our efforts reflect the values of compassion and unity that define the city of McFarland. By coming together, we not only make the holidays brighter for these students but also strengthen the bonds within our community. It’s a tradition we look forward to continuing for many years to come.

A December to Remember: Karnes County Immigration Processing Center Sponsors 21 Children for the Holidays

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

This past holiday season, our facility embraced the spirit of giving through a heartwarming initiative called “December to Remember.” We partnered with CAST (Children’s Alliance of South Texas) to bring joy to children in need during the holidays.

CAST is a non-profit organization dedicated to being a leader in improving safety, justice, and healing for victims and their families. Since 2013, CAST has provided trauma-informed, child-friendly services to over 4,000 children.

Through this partnership, our dedicated staff sponsored 21 children, ensuring that each received every item on their holiday wish list. From toys and clothing to special surprises, our team went above and beyond to ensure these children experienced the joy and magic of the season.

This effort reflects our commitment to community outreach and charitable involvement. It was truly inspiring to witness our staff come together, demonstrating compassion and generosity that will leave a lasting impact on these families.

We are proud to have contributed to creating cherished memories for these children and look forward to continuing our support for CAST and similar initiatives in the future.



Eagle Pass Detention Facility Spreads Christmas Joy Throughout the Community and Facility

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

The month of December was both busy and significant for the Eagle Pass Detention Facility (EPDF). We began the season with our annual toy donation drive and contributed prizes to the local Elderly Nutrition Center. Thanks to the generosity of our staff, we surpassed our donation goal and were able to provide toys to several community agencies.

EPDF employees also participated in three city sports tournaments, including softball and dodgeball. At each event, our team delivered a box of donated toys, which were later wrapped and gifted to children in the community for Christmas. Staff members enjoyed the chance to compete, connect, and represent the facility while supporting local families.

In collaboration with the Elder Nutrition Center of Maverick County and Southwest Border Area Health Education Center, EPDF sponsored a holiday bingo event and participated in a painting class with residents. Our facility's Grinch made a special appearance, helping distribute prizes and spread holiday cheer. Additionally, EPDF donated blankets to a local hospice organization to ensure each patient received a warm and thoughtful gift.

Within the facility, the spirit of Christmas was equally vibrant. Staff enjoyed a delicious lunch from a local food truck and participated in raffle giveaways. Detainees also received holiday care packs and a festive visit from the Grinch.

Throughout December, small acts of kindness and generosity created a memorable Christmas season for everyone involved. EPDF not only supported the community, but also provided opportunities for staff to come together outside of work to serve a meaningful cause.



Karnes County Immigration Processing Center Christmas Week Celebration 2025

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

In recognition of the dedication and hard work of our staff, Karnes County Immigration Processing Center (KCIPC) hosted a Christmas Week Celebration in December 2025. This week-long event was designed as a meaningful way to show appreciation for our employees and their ongoing commitment to operational excellence throughout the year.

Employees were invited to take part in a variety of activities and offerings, including festive door prizes, KCIPC fleece jackets, and a coffee and juice bar for their enjoyment. The celebration also featured catered meals such as fajita tacos and traditional tamales. To conclude the week, each staff member received a personal Bundt cake as a holiday treat.

KCIPC is proud to honor and recognize the contributions of its employees. Events like the Christmas Week Celebration reflect our continuous commitment to employee appreciation, morale, and fostering a positive workplace culture.

CASA Christmas at South Louisiana ICE Processing Center

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



CASA (Court Appointed Special Advocates) programs provide support and advocacy for abused and neglected children under the protection of the juvenile court. CASA volunteers advocate for these children, giving them a voice in the child welfare system, which often struggles to meet their individual needs. The volunteers spend time with the child both at home and in other settings, getting to know their needs and desires, and providing crucial information to the judge who is making decisions about the child's future. Each year, CASA collects new, unwrapped toys just before Christmas and distributes them to less fortunate children in the program. These toys significantly impact the lives of the children and families who receive them. Facility Administrator, Micha Neal and the staff at the South Louisiana ICE Processing Center (SLIPC) were honored to support CASA again this Christmas. In November, SLIPC launched a Toy Drive and successfully collected numerous toys, including several bicycles, to contribute to the children's holiday celebrations. The toys are not just seen as gifts; they bring joy, happiness, and hope to the children in need. Hope is essential, and it is what the staff and officers at SLIPC have provided through their donations to CASA. Additionally, SLIPC made a monetary donation through The GEO Group Foundation to support CASA's efforts.

Mesa Verde ICE Processing Center and Discovery Church Celebrate 7th Annual Community Outreach Partnership

Written By **Rebecca Fuller, Mesa Verde ICE Processing Center**

This year marks a significant milestone as the Mesa Verde ICE Processing Center (Mesa Verde IPC) enters its seventh consecutive year of its "Adopt-a-Block" partnership with Discovery Church. Together, they continue their mission to provide essential support and holiday joy to less fortunate children and families in the local community. While the annual toy drive is a highlight, the partnership goes far beyond the holiday season. Mesa Verde IPC has formally "adopted" a specific block of local children, committing to a series of seasonal drives.

Back-to-School Drives: Equipping students with the tools they need for academic success, including backpacks and school supplies. In 2025, Mesa Verde IPC donated \$1,500 for school supplies and provided 38 new backpacks.

7th Annual Toy Drive: Collecting new toys to ensure every child in the adopted block experiences the magic of the holiday season. In 2025, Mesa Verde IPC staff shopped for 38 children.

The Adopt-a-Block initiative: is managed through the Discovery Dream Center of Discover Church. The Dream Center's mission is to connect with the community by offering free resources and services that address immediate and long-term needs in areas such as poverty, addiction, and abuse, as well as providing mentorship for kids and youth. The Dream Center serves as a resource center focused on finding solutions to homelessness, hunger, and lack of education through outreach programs. The services offered by the Dream Center include food assistance services, housing assistance, adopt-a-block outreach, street teams, recovery support, and youth mentoring.



Karnes County Detention Facility Celebrates 25 years of Giving Through Toys for Karnes County Tots

Written By **Vanessa Garcia, Karnes County Detention Facility**

The Karnes County Detention Facility recently marked a milestone of community service through its long-standing partnership with the Toys for Karnes County Tots program. This annual drive, which celebrated its 25th year of service, provides toys and food gift cards to hundreds of local families. Starting in 2000 with 185 children and 80 families, the number of children served has grown significantly. In the most recent season, the program served over 550 children and more than 200 families throughout the county. For 25 years, this partnership with the Sheriff's Office and Fire Department has brightened many Christmas mornings. For decades to come, it will continue to light up hearts.

Western Region Detention Facility Partners with Ronald McDonald House San Diego

Written By **Stephanie Malloy, Western Region Detention Facility**

This holiday season, the Western Region Detention Facility (WRDF) proudly partnered with Ronald McDonald House San Diego to bring joy and comfort to families in need. WRDF organized a successful toy drive for children staying at the House and provided a warm, hearty meal for nearly 200 guests and visitors.

WRDF also made a \$500 donation through The GEO Group Foundation to support the organization's ongoing mission of providing care and resources to families with hospitalized children. This financial contribution further underscored WRDF's dedication to giving back to the community and strengthening its partnership with Ronald McDonald House San Diego.

GEO staff were given a tour of the recently renovated facility Ronald McDonald House facility, which now features a family-friendly lounge for watching Padres games, a classroom for educational activities, and a vibrant playground for children. Following the tour, WRDF employees collaborated with Ronald McDonald House staff to prepare and serve dinner, creating a memorable evening for everyone involved.

The toy drive, dinner service, and charitable donation were a resounding success, and WRDF looks forward to continuing this meaningful and impactful partnership with Ronald McDonald House San Diego in the future.



Central Arizona Correctional and Rehabilitation Facility Team Volunteers to Feed My Starving Children

Written By **Dyne McBroom, Central Arizona Correctional and Rehabilitation Facility**

During the holiday season, members of the Central Arizona Correctional and Rehabilitation Facility (CACRF) took part in a volunteer event at Feed My Starving Children (FMSC), a non-profit organization committed to combating global hunger. Representing our facility were Facility Administrator, Ed Coday, Inmate Banking Specialist, Rosa Fernandez, Human Resources Clerk, Michelle Hamilton, Human Resource Manager, Leah Connolly, Training Manager, Deanna Malone, Payroll Specialist, Katie Corona, Assistant Business Manager, Beth Aguero, Accounts Payable Clerk, Camari Appel, and Executive Secretary, Dyne McBroom.

FMSC operates nine locations across the country, including the Tempe, Arizona site where our team volunteered. This Christian-based organization



relies entirely on donations and volunteers to prepare and distribute nutritious meals made of rice, soy, and vitamins to children in need worldwide. Their warehouse is highly compliant and efficiently managed by volunteers.

Our administration proudly supports this mission annually by donating time and effort. During this year's two-hour session, our team packaged 93 boxes, which equated to 20,088 meals, providing enough food to sustain 55 children for an entire year. The estimated cost of these meals is \$5,825.52, but thanks to our team's dedication, this was accomplished at no cost, purely in the spirit of charity.

Florence West Honey Bee Program

Written By **C. Sepulveda,**
Florence West Correctional and Rehabilitation Facility

Dr. Christina Brownlee, an Assistant Professor of Practice at the College of Veterinary Medicine at the University of Arizona, teaches veterinary students at UofA. While collaborating with her students at the Wild Horse and Burro Program, she explored the possibility of a “honey bee” program. She reached out to Arizona Correctional Industries (ACI) Farm Manager R. Carpenter, who has experience in beekeeping. After discussing a potential collaborative opportunity, they presented the idea to ACI Management and the Director.

Dr. Brownlee successfully integrated the first of many educational modules onto inmate tablets using the Edovo App. It took about a year of collaboration with Edovo and Securus to transfer the information to the new platform. The honey bee curriculum is currently available only to inmates at Florence West Correctional and Rehabilitation Facility (FWCRF) until the program can be managed effectively and expanded statewide. All inmates at FWCRF can participate in the

online curriculum. Inmate volunteers interested in the hands-on portion of the honey bee course come from the ACI Farm and ACI Wild Horse Programs. Based on the inspections conducted so far, certain inmates have demonstrated the ability to proficiently assess the colonies and distinguish between signs of a ‘vigorous colony’ and an ‘unhealthy colony’. The inmates have shown enthusiasm for learning how to manage bees and observe their growth, posing many insightful questions and expressing a desire for more information.

Inmates receive certificates of completion through Edovo for each module they pass. The ACI Farm and Wild Horse inmate participants, who gain hands-on experience, can actually work towards their Apprentice, Advanced, Journeyman and Master Beekeeper certifications (a 5-year process). Inmates will be able to utilize their new knowledge and skills to raise honeybees upon their release or work for commercial apiaries throughout the country.



Christmas 2025 at Phoenix West Correctional and Rehabilitation Facility

Written By **Mary Coonrod, Phoenix West Correctional and Rehabilitation Facility**

In December 2025, Phoenix West Correctional and Rehabilitation Facility (CRF), Chaplain Aaron Knotts and many of the Phoenix West Religious Volunteers organized the annual Christmas celebration for the facility. This year’s theme was the Joy of Christmas with live music from some of the volunteers. Additionally, volunteers and inmates shared scripture readings and personal testimonies with the audience. A Christmas nativity video was also shown.

As in previous years, volunteers from various denominations serving Phoenix West CRF came together as a united group to plan, organize, and present the program. Representatives from Alongside Ministries, The Catholic Church, Seventh Day Adventists, Cops Out for Salvation, Rescued Not Arrested, Vineyard Church of North Phoenix, and The Church of Latter-day Saints attended.

After the program, the volunteers provided donuts for the entire population, and the facility distributed cups of hot chocolate to all. The program was well-received, and we look forward to next Christmas.



A Song of Change

Written By **The Jack Brewer Foundation, South Bay Correctional and Rehabilitation Facility**

In a historic first for The GEO Group, the South Bay Correctional and Rehabilitation Facility (SBCRF) claimed the top title at the 2025 “Corrections Got Talent” State Championship, held at the Sumter Correctional Institution.

The facility's resident band, Men in Blues, composed of nine incarcerated individuals, triumphed in the regional competition before proceeding to dominate the state finals with a powerful rendition of the faith-based anthem “Deliver Me.” Their performance resonated with both audiences and judges, earning them a sweeping state victory among 134 Florida Department of Corrections facilities and more than 87,000 incarcerated participants statewide.

The song “Deliver Me” beautifully captures the spirit of GEO’s Continuum of Care, a model centered on transformation, purpose, and the power of second chances. “The staff at South Bay

and the Continuum of Care program, along with the Jack Brewer Foundation (JBF), work tirelessly to support our development so we can sing the songs of change,” said Sean Killian, drummer for Men in Blues.

Through the facility's Second Chance Center Music Program, participants learn more than just melodies; they learn discipline, teamwork, and the art of positive expression. The Men in Blues embody the spirit of GEO’s rehabilitative mission: creating harmony between accountability and hope.

The band credits their success to the leadership and culture at SBCRF, where staff, mentors, and partners like JBF actively engage men in creative, educational, and spiritual growth. The music program is an integral part of South Bay’s Continuum of Care culture, demonstrating that transformation is possible when opportunity meets support.

Phoenix West Concert for Hope

Written By **Mary Coonrod, Phoenix West Correctional and Rehabilitation Facility**



Eric Genuis is a Canadian composer and musician residing in Louisville, Kentucky. He is renowned for his Concerts of Hope, where he performs his original compositions in prisons, hospitals, rehabilitation centers, and similar venues more than a hundred times each year. Mr. Genuis began playing in prisons after receiving an invitation to a maximum-security facility. He believes that music brings humanity and beauty to places that often lack these qualities. He has performed worldwide, including in the United States, Australia, Austria, Canada, France, Germany, Peru, Poland, and Slovakia.



In December 2025, Phoenix West Correctional and Rehabilitation Facility was honored to host Mr. Genuis and his troupe, which included cellist Daniel Kim, violinist Esther Wetherall, and vocalist Tiffany Ho, for an early morning concert for both the population and staff. Despite the early hour, the seats were filled, and most attendees remained engaged throughout the entire concert. The concert featured a blend of beautiful classical music along with personal insights and stories from Mr. Genuis. He shared his personal trials and triumphs, elaborating on his perspective of music and its importance in being accessible to those whose voices often go unheard.

GEO Group Australia Celebrates Its First Aboriginal Health Practitioner Graduate

Written By **David Grace,**
GEO Healthcare Australia



Aboriginal and Torres Strait Islander people remain significantly overrepresented in Australian correctional facilities and continue to experience higher rates of preventable health conditions, including cardiovascular and kidney diseases, diabetes, suicide, and cancer, compared to the wider Australian population. At GEO healthcare facilities across Australia, enhancing the health and wellbeing of Aboriginal people in our care is a core priority.

A crucial aspect of this commitment is the employment of Aboriginal Health Practitioners and Aboriginal Health Workers—professionals who possess formal healthcare qualifications and a deep understanding of the traditions, values, and cultural needs of Aboriginal people.

Across Australia, there is a growing demand for Aboriginal Health Practitioners and Aboriginal Health Workers, but there are too few trained professionals available to meet this need. In response, GEO Healthcare introduced an innovative “grow our own” approach. With client approval, four designated positions were converted into trainee roles, allowing Aboriginal staff to gain formal qualifications while completing their clinical placements within GEO facilities. Partnerships have also been established with Aboriginal health training organizations to support this pathway.

This initiative has now reached a significant milestone. GEO Group Australia is proud to celebrate its first Aboriginal Health Practitioner traineeship graduate, Tahni Roberts, who achieved her qualification in November 2025. Tahni Roberts has since accepted a permanent position with GEO Healthcare Australia at Marngoneet Correctional Centre. Throughout her training and clinical placement, she received support from Malcolm Timbery, the Manager of Aboriginal Health, and other experienced Aboriginal Health Practitioners already working within GEO Healthcare Australia

The contribution of Tahni Roberts is already making a meaningful difference. Her presence within the health service team at Marngoneet Correctional Centre is helping Aboriginal people in custody feel more comfortable accessing healthcare sooner, rather than waiting until a health issue reaches a crisis point. Importantly, individuals have greater confidence that their care will be provided in a culturally respectful and sensitive manner.

This achievement reflects GEO Healthcare Australia's strong commitment to culturally safe care, workforce development, and improving health outcomes for Aboriginal people in our care.



Celebrating Achievements at Ravenhall Correctional Centre

Written By **Angela Markopoulos, Ravenhall Correctional Centre**

Ravenhall Correctional Centre celebrated two important events in 2025. First, eight new recruits graduated as Correctional Officers. They were joined by their families, friends, and supporters at a ceremony that honored their hard work and their important role in keeping the community safe. Assistant Commissioner, Ms. Belinda Salmon from Corrections Victoria said, "This is the best graduation I have ever seen – I can't wait for the next one."

That same month, the Bendigo Kangan Institute, which provides education for inmates at Ravenhall, held a graduation for 36 inmates. These men completed full training in areas like cleaning, cultural arts, engineering, and hospitality. Each graduate showed strength and determination, proving how the GEO Continuum of Care can change lives. It gives them hope, skills, and a chance for a better future.



Fulham's 2025 Employment Expo

Written By **Sheree Thorn, Fulham Correctional Centre**

Fulham Correctional Centre (FCC) held their first Employment Expo for inmates. A large number of employment partners attended as did a valuable post-release education provider. Inmate participation and engagement was excellent with all the exhibitors, and a total of 165 men participated throughout the day. One of the stallholders, Dairy Gippsland representative, Veronica McLeod stated, "it was impressive to see a number of inmates wanting to voluntarily engage." Dearne Barratt, the Employment and Education Coordinator at FCC, who organized the event, said, "the men at Fulham Correctional Centre showed today that they want to work hard for their future. We know that having a good job after release helps reduce the chance of reoffending. It was amazing to see 165 inmates taking the first steps towards this change."

GEO Reentry Services Supports Parolees at the Summit of Hope

Written By **Lori Moore, Southwestern Illinois Correctional Center, In-Prison Treatment**



GEO Reentry Services proudly participated in the annual Summit of Hope event held at the Power of Change Church in Cahokia, Illinois. The event, hosted in collaboration with the Illinois Department of Corrections (IDOC), serves as a one-stop resource fair for individuals

on parole, connecting them with vital services to help their reentry into the community.

More than 250 individuals attended this year's Summit of Hope, where they were able to access

essential resources including clothing, food, lodging, and identification. The event brought together numerous community organizations, vendors, and service providers, all dedicated to offering their support and encouragement for individuals transitioning back into society.

GEO Reentry was represented by 23 staff members who volunteered to assist as greeters, vendor representatives at the GEO Reentry and Suicide Awareness booths, and tour guides to help attendees navigate the event. Staff provided guidance, encouragement, and information about the services available through GEO Reentry's programs, while ensuring participants felt welcomed and supported throughout the event.

"The Summit of Hope demonstrates the power of collaboration in helping individuals build a stable foundation after incarceration," said the Program Director of GEO Reentry Services at Southwestern Illinois Correctional Center (SWICC). "Our staff are honored to participate each year, walking alongside individuals on parole as they access the tools and resources needed for a successful transition back into the community."

GEO Reentry has proudly participated in the Summit of Hope for several years and remains committed to supporting community-based efforts that promote rehabilitation, reduce recidivism, and create safer, stronger communities.



Sacramento Day Reporting Center Hosts Heartwarming Holiday Celebration

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

The Sacramento Day Reporting Center (DRC) embraced the spirit of the season by hosting a festive holiday celebration for participants and their families in December of 2025. Laughter filled the venue as families and participants decorated cookies and ornaments, fostering creativity and friendly competition. Prizes were awarded to those

with the most inventive designs, adding an extra layer of excitement to the festivities.

In addition to the crafts, DRC staff members actively participated in the merriment by facilitating engaging moral reconnection therapy and holiday-themed games that encouraged teamwork and positive interactions. The event not only celebrated the holiday season, but also strengthened the sense of community among everyone involved.

The Sacramento DRC extends its gratitude to all who participated and contributed to the success of this memorable gathering and looks forward to future opportunities to bring people together.

GEO Reentry Services Hosts Leadership Development Class

Written By **Amanda Lightfoote, GEO Care**

In 2025, GEO Care hosted a comprehensive 10-month virtual Leadership Development Class (LDC) aimed at enhancing leadership capacity, strengthening self-awareness, and preparing emerging leaders for expanded roles within the organization. 19 participants were selected for the cohort and paired with experienced mentors, establishing a structured one-on-one mentoring model that supported individual growth and accountability throughout the program.

The LDC featured four two-day leadership sessions conducted via Teams, focusing on core leadership competencies, organizational values, practical leadership skills, and exposure to GEO divisions and leadership. Additionally, participants were assigned three leadership books to read and complete corresponding book reports. They also conducted interviews with corporate leaders to gain executive-level insights and completed a 360-degree leadership evaluation to enhance self-awareness and inform their developmental goals.

Throughout the program, participants met monthly with their mentors to discuss progress, challenges, and growth. Each participant also undertook a personal development project centered on an initiative they wished to implement at GEO. We are proud to report that the 2025 LDC achieved a 100% retention rate, with all nineteen individuals successfully completing the program. Among the employees involved (mentors and mentees), seven individuals were promoted during their participation in the LDC. Overall, the LDC fostered leadership readiness, strengthened organizational relationships, and showcased the company's ongoing investment in developing future leaders.

Community Partnership Brings Holiday Cheer to Reentry Program Participants

Written By **Tammy Bush, Illinois Non-Residential Reentry Sites**

The East St. Louis Adult Reentry Services Center and the East St. Louis Juvenile Reentry Services Center collaborated with the St. Clair County Social Club to spread holiday cheer to program participants and their families during a special Christmas outreach event.

Through this partnership, the St. Clair County Social Club donated Christmas toys and gift cards for participants and their children, ensuring that families could experience joy and relief during the holiday season. All participants enrolled in the Juvenile Reentry Program received gift cards, emphasizing the significance of support, encouragement, and positive reinforcement for youth and young adults striving for successful reentry.

In addition to the gifts, participants were greeted with a warm and festive atmosphere that included hot chocolate, cookies, Subway sandwiches, and chips. The event provided not only material support, but also an opportunity for connection, celebration, and community building.

Program staff expressed gratitude for the partnership, noting that collaborative efforts like this highlight the power of community involvement in supporting individuals and families as they work toward stability, growth, and new beginnings.

The East St. Louis Adult and Juvenile Reentry Services Centers continue to emphasize rehabilitation, accountability, and community engagement as key components of successful reentry. Partnerships like this one demonstrate how collective compassion can create a meaningful impact.



Cambria County Day Reporting Center Holds Sixth Annual Resource Fair

Written By **Timothy L. Johnson Jr.,**
Cambria County Day Reporting Center

Cambria County Day Reporting Center in Ebensburg, Pennsylvania held their sixth annual resource fair for participants in the program in late 2025. Fourteen Vendors from drug and alcohol programs, mental health, housing, employment and other human service agencies came to the facility to assist the participants in easing their transition back into the community. Forty plus participants attended the fair. By the end, the majority had the chance to link to a service that they needed.

This marks the sixth year of our community coming together to aide those individuals changing their lives and behaviors. This resource fair not only gives back to the community but also opens up bonds and opportunities for the participants, and the community's human services to grow and network with one another.



Shasta Day Reporting Center Shines at "Recovery Happens!" Event

Written By **Chuck Enomoto, Shasta Day Reporting Center**

In celebration of National Recovery Month, our community gathered for the annual Recovery Happens! event. This is an inspiring day dedicated to raising awareness and understanding of mental health and substance use disorders, while honoring the journeys of those in recovery.

This year, the Shasta County Day Reporting Center (DRC) played a crucial role in the event's success. Our team not only recruited volunteers, but also hosted a lively booth staffed by DRC personnel and peer support team members, providing resources and encouragement to attendees. Additional volunteers assisted with the snow cone and popcorn stations, helped with the BBQ, and supported setup and cleanup efforts.

The event was filled with music, food, fun, and even a raffle, creating a vibrant and welcoming atmosphere for all. We are proud to have been part of such a meaningful celebration and look forward to continuing our support for recovery in our community.





Strengthening Connections: Leadership and Growth at the 2025 New Managers' Training

Written By **Kamila Timaul, GEO Reentry Services**

Pictured Left to Right: John Hogan, Cynthia Miranda, Jennifer Cook, Jeanine Idubor, Judy Hewlett, Samantha Sinwald, Rachel Sutton, Jeffrey Contino, Nashell Poling, Laura Chamberlain, Michael Reyes, Kimberly Wentzell, Angela Popoola, Allison Eberle, Viviam Agostini, Natalia Butler, Doug Miller, Dr. Traci Ganaway, Lakrystal Love, Julian Davis, Sara Gaytan, David Burch, Nashia Stone, Vanessa Bonilla, Kristin Cortes Carrasco, Kelly Clayton, Meafou Vaivai-Aunoa, Amanda Lightfoote, Vanessa Conzalez, Kamila Timaul, and Latisha McDougald

GEO's Corporate Headquarters proudly hosted the 2025 Reentry Services New Manager Training, welcoming 24 new Program Managers and Directors. This year's attendees represented a diverse group from across the country, with managers traveling from California, Idaho, Illinois, Louisiana, Pennsylvania, Utah, Alaska, Tennessee, Alabama, and Maryland. Collectively, they oversee operations across 15 Day Reporting Centers, five Residential Reentry Centers, and four In-Prison Treatment programs.

Throughout the week, managers engaged in a series of workshops and presentations focused on leadership, communication, delegation, staff feedback, team coaching, recruitment and retention, data integrity, and reinforcing the organization's core mission.

Special acknowledgment is extended to Director Amanda Lightfoote and Area Managers Sara Gaytan and John Hogan for their impactful leadership presentations. We also express sincere gratitude to Vice Presidents John Thurston, Joe

Williams, and Trina Maso De Moya; and Divisional Vice President David Burch for their presence and continued support. Additionally, we thank the corporate departments for sharing their expertise and ensuring managers are equipped with the knowledge and resources needed to operate successfully in the field.

A heartfelt thank you goes to Vanessa Gonzalez and Cynthia Miranda, who served as co-hosts and played a vital role in coordinating the week's events. Their efforts ensured the training ran smoothly and provided a welcoming, organized environment for all participants.

The 2025 New Manager Training proved to be both inspiring and productive, offering new leaders an opportunity to connect directly with corporate leadership, gain practical skills, and build lasting relationships with their peers. Managers left feeling empowered, supported, and ready to lead their teams with confidence, commitment, and integrity.



GRADUATION CORNER CONGRATS GRADUATES!



A Second Chance

Written By **Jacqueline Schap,**
Dauphin County Reentry Service Center

Nearly 50 graduates were celebrated at the Dauphin County Reentry Service Center in late 2025. The Harrisburg Capitol Rotunda provided a beautiful backdrop for this special occasion, recognizing the work, dedication, and time each graduate invested in creating their own second chance. The event was attended by honorable judges, representatives from the Pennsylvania State Parole Board, Dauphin County Probation, Dauphin County Specialty Courts, the Department of Drug and Alcohol Programming, as well as elected officials from the Pennsylvania House of Representatives and Senate.

The graduation ceremony included congratulatory remarks from the Honorable Judge Deborah Curcillo, one of the criminal court judges in Dauphin County. Kristin Varner, the Director of Drug and Alcohol Services in Dauphin County, shared her personal story, illustrating how life can truly transform through programming and a commitment to a new way of thinking. After the certificates were presented, program alumna Bridget Watson congratulated the graduating class and reminded them that their true test begins now. At the conclusion of the ceremony, graduate Shawn Cash expressed that his diploma represented more than just a certificate, it "symbolizes a second chance at life."



Philadelphia RSC Graduation Ceremony

Written By **Annette Garcia,**
Philadelphia Reentry Secure Center

In 2025, the Philadelphia Reentry Service Center proudly recognized 42 participants for successfully completing programs referred by the Pennsylvania Department of Corrections.

The event featured inspiring speakers from Un-Incarcerated Minds, both of whom were juvenile lifers who entered prison at just 16 and 17 years old, spending 30 years incarcerated. Today, they are thriving entrepreneurs who use their experiences to motivate others and give back to the community.

A highlight of the ceremony was hearing from a previous graduate of the program, who shared his journey of maintaining abstinence since graduating three years ago. He is now steadily employed and actively helps others find meaningful work. His testimony serves as a powerful reminder of what is possible when commitment meets opportunity.

Most importantly, the day was dedicated to celebrating the 42 new graduates. Each of them demonstrated determination, commitment, and resilience as they navigated programs designed to help them prepare for a successful reentry into the community. Their achievements symbolize not only personal growth but also hope for the future as they rejoin their families and communities with new tools and support. Each graduate's accomplishment is a testament to the fact that with support and hard work, positive change is achievable.

Family and friends joined the celebration, cheering for the graduates and showcasing the strong network of encouragement surrounding them. It was a day filled with pride, hope, and the promise of brighter futures ahead.

Chatham Day Reporting Center Celebrates Its 2025 Graduates

Written By **Maria Rodriguez, Chatham Day Reporting Center**



Emotions ran high at the GEO Chatham Day Reporting Center (DRC) class of 2025 graduation as graduates stood proudly before their families, friends, and the parole agents who supported them along the way.

Loved ones filled the room with cheers and applause, expressing gratitude to the staff who helped guide their family members through one of the most difficult chapters of their lives.

The celebration wasn't just about their time at GEO coming to an end, it was about recognizing the personal change that took place along the way. Graduates often spoke about the importance of having someone to believe in them.

"The thing about the people at GEO is that they are always trying to uplift you and give you all the resources to get back on your feet. We don't get that a lot from people and, sometimes, as men we don't accept it," said guest speaker Elias Rodriguez as he shared his gratitude with the staff while citing his growth since beginning his journey at GEO. Rodriguez is now in school, working, and mentoring Moral Reconciliation Therapy (MRT) participants, instilling hope in our future graduates.

Our valedictorian, Akeel Hodge also highlighted his story of perseverance and growth, citing his driver for change as his loved ones. Owing to the fact that, "how can you say you love someone and you keep putting yourself in situations that hurt them?"

said A. Hodge. Mr. Hodge began this program with an eighth grade education and living in transitional housing. He is currently enrolled in college, has secured employment through GEO, has his own apartment, and is working towards getting off parole.

A parole agent, in turn, gave a heartfelt speech honoring their accomplishments and acknowledging the effort it takes to make long lasting change and the importance of staying committed to a better future.

Every journey of rehabilitation deserves recognition, and the growth in these individuals was worth celebrating. Graduating from a GEO program is more than just a conclusion of their time here; it's a testament to resilience, accountability, and personal transformation. Individuals who have reached this point have met strict conditions, often balancing, employment, education, and family time - all while demonstrating a commitment to lawful, responsible living.

"These ceremonies are a reminder that behind every success story is a network of people who care, family members who never gave up, staff who saw potential, and individuals who chose growth," said M. Rodriguez, GEO Case Manager. Although this is the end of our time with these graduates, it is also a powerful beginning. Redemption is possible and success after incarceration is achievable.



Orange County and Westminster Graduation Event

Written By **Breeanna Rivera,**
Orange County and Westminster Day Reporting Center

In 2025, the Orange County and Westminster Day Reporting Centers (DRCs) celebrated a significant graduation event, marking the achievements of 32 participants. The atmosphere was filled with pride, resilience, and hope as families and friends gathered to support the graduates, creating a sense of community and connection. Prior to the ceremony, attendees enjoyed food and conversations, fostering an environment of joy and normalcy. Five graduates shared their powerful stories of overcoming addiction and personal challenges, highlighting the crucial role of family and the support received from the program. Leaders from the Orange County Probation Department spoke about the importance of collaboration and teamwork in making such milestones possible. The ceremony culminated in a heartfelt presentation of certificates, with cheers and applause echoing throughout the room. This graduation served as a poignant reminder of growth, community, and the potential for new beginnings when individuals are given the right support.

Catawba Quarterly GEO Graduation Ceremony

Written By **Chris Petrozza,**
Catawba Correctional Center, In-Prison Treatment

In 2025, GEO and the North Carolina Department of Adult Corrections (NCDAC) held its first GEO quarterly graduation honoring those individuals who successfully completed programming while at Catawba Correctional Center, located in the mountains of Lenior, North Carolina. While incarcerated at Catawba, the participants voluntarily engaged in an intense program consisting of Moral Reconciliation Therapy (MRT), Living in Balance (LIB), Transitional Skills, Getting it Right, and Step Ahead (Employment). Upon successful completion, the participants were celebrated by both GEO and NCDAC staff during a cookout and speaker presentation. Current participants were also invited to come and celebrate the accomplishments of their peers.

Santa Ana Day Reporting Center Holds Special Raffle

Written By **Dunia Ruhl,**
Santa Ana Day Reporting Center

The Santa Ana Day Reporting Center (DRC) recently held a special raffle to celebrate participants who are working hard on their goals, especially those using employment services. The prize was a brand-new electric scooter, and the winner was Mr. Phan, who is part of the Reentry Resource Center (RRC), the newest program from GEO Reentry.

The RRC is different from regular programs because it focuses on giving people the specific help they need. For Mr. Phan, this meant getting support for finding a job. He attended employment workshops regularly, which gave him more chances to win the raffle. He was surprised to find out he had won. Mr. Phan's reason for continuing to attend was clear:

"I need help with getting a job and preparing for interviews." His hard work has been paying off, as he had a job interview scheduled for the same day he got the scooter.

Mr. Phan advised others starting their journey to simply come to the DRC and stay positive. He suggested being open-minded because you never know who you might meet. He also wanted to thank the staff who helped him, saying, "Ms. Ruhl and Ms. Flores are the best." Ms. Ruhl is the Community Navigator for the RRC, and Ms. Flores is the Job Developer leading the employment workshops.

This moment shows that even small wins can make a big difference, and the RRC is already helping people change their lives.



Alabama Therapeutic Education Facility Community Event

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

Recently, the Alabama Therapeutic Education Facility (ATEF) was thrilled to welcome multiple respected leaders from the county, city, and state, local church leaders, community businesses, and volunteers to a community event. At the event, our guests were able to witness a graduation ceremony that highlighted second chances, motivating messages, and a display of praise and worship. We also provided a tour of J. F. Ingram, a local vocational trade school, to showcase the skills of our participants. Our participants have the opportunity to learn several trades such as Welding, Carpentry, HVAC, Forklift operation, CDL, Cosmetology, and to earn their GED. The ATEF Staff wrapped up the event with light snacks and a discussion about plans for our upcoming round table meeting regarding community disaster strategies.



2025 Colorado Statewide Community Corrections Award

Written By **Steve Owens,**
Community Alternatives of El Paso County

Penelope Hazinakis-Swainston, an employee of Community Alternatives of El Paso County (CAE), received the "Above and Beyond Award" at the 2025 Colorado Statewide Community Corrections Conference. She is a Licensed Professional Counselor with the CAE Intensive Residential Treatment (IRT) program. This honor is awarded to community corrections staff members who through their own efforts and ideas have brought significant innovation, development and initiative to greatly enhance the agency's effectiveness and improve services.

In her nomination, it is noted that Penelope is an invaluable asset to the Intensive Residential Treatment Program at CAE. She is a Licensed Professional Counselor in the state of Colorado and a diplomate with the American Academy of Experts on Traumatic Stress. Additionally, she holds a level 2 certification as a practitioner in brain spotting

and serves as an Angel Ambassador for Still Born Still Loved. Penelope is resourceful, and her care and concern for the clients in the IRT program are unmatched. She possesses a wealth of knowledge on co-occurring disorders, which she integrates into her group and individual therapy sessions. She has also assisted the program in bringing in Peer Recovery Support Coaches and arranging for therapy dogs to visit once a month. Penelope is a problem solver and a dedicated team player.

The CAE IRT is an intensive substance abuse treatment program, and her work is making a significant difference in addressing addiction and improving people's lives. To date, 46 individuals have graduated from the program. Penelope is an outstanding representative of The GEO Group and Community Alternatives of El Paso County. We are proud to share her recognition with the GEO community.

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