

GEO[®] World

3Q
2013

A GEO Publication for Employees and their Families.

GEO[®] Celebrates 10-Year Anniversary Of Its Independence

Congratulations
2013 Employees of The Year



Chairman's Letter

George C. Zoley

Chairman, CEO and Founder

To the GEO Family,

Ten years ago, our company began a new era after transitioning from a corporate subsidiary into a fully independent enterprise. On July 9, 2003, our company, then known as Wackenhut Corrections Corporation, repurchased 12 million shares, or 57% of our common stock, from Group 4 Falck, an international security company, which had acquired our former parent company, The Wackenhut Corporation, just a year earlier.

Shortly thereafter, we began operating under a new name, a new identity, new expectations, and renewed energy. Our new name, The GEO Group, was symbolic of our desire to continue to grow into a global leader in the delivery of diversified government services in corrections, detention, and community reentry.

With more flexibility than ever before, enhanced access to the capital markets, and the wisdom gained from twenty years of experience, we set out to grow our company through deliberate organic development projects and quality company acquisitions. Through the collective dedication of our employees around the world, our company ushered in a decade of incredible successes and remarkable growth.

Over the last ten years, we completed more than \$0.6 billion in new development and expansion projects and added to our diversified portfolio of correctional, detention, and community reentry services through \$1.8 billion in company acqui-

sitions including Correctional Services Corporation in 2005, CentraCore Properties Trust in 2007, Cornell Companies in 2010, BI Incorporated in 2011, and Municipal Corrections Finance in 2012.



Since becoming an independent company in July 2003, we have seen our total company revenues triple from approximately \$500 million to more than \$1.5 billion. Our equity capitalization has increased 16 times from \$160 million to \$2.5 billion, and our total enterprise value has increased ten-fold from \$400 million to \$4 billion.

This remarkable growth has positioned GEO as the world's leading provider of correctional, detention, and community reentry services, driving our financial performance to all-time highs and creating new and unique opportunities for our growing workforce of 18,000 employees worldwide.

As we look into a future that promises to be even brighter, we can take pride in the tremendous success we have enjoyed over the past decade. This success was achieved through our collective efforts and the direction of our Board of Directors and Senior Management Team, who guided the execution of the repurchase of our shares ten years ago, a milestone which would forever reset the course of our company and bring us to our remarkable position as an unparalleled industry leader today.

Table of Contents

Volume 19
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EDITORIAL STAFF

Editor
Esther D. Patton

Contributors
George C. Zoley
Pablo E. Paez
Abraham Cohen



COVER:
Picture taken at D. Ray James Correctional Facility in Folkston, Georgia by D. Ray James Detention Facility Assistant Danielle R. Burnsed

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The GEO Group, Inc.
One Park Place
621 NW 53rd street, Suite 700
Boca Raton, Florida 33487
866.301.4436



Chairman's Letter

- 2 **Cover Story:**
GEO Celebrates Ten-Year Anniversary of Its Independence

Employees of the Year

- 4 **GEO Warden Of The Year**
Bill Zerillo
- 5 **GEO Officer Of The Year**
Argenia Watford
- 6 **GEO Officer Of The Year**
Samantha Baldrige
- 7 **GEO Officer Of The Year**
Tommy Harter
- 8 **GEO Employee Of The Year**
Richard Murray
- 9 **GEO Employee Of The Year**
Glenn Brown
- 10 **GTI Officer Of The Year**
Keith Gardner
- 11 **GEO UK Ltd Employee Of The Year**
Kev Williams
- 12 **GEO Australia Employee Of The Year**
Matthew Canny
- 13 **GEO South Africa Employee Of The Year**
T.J. Nonyana
- 14 **BI Employee Of The Year**
Gary Sewell
- 15 **Youth Services Employee Of The Year**
Sonya Davis
- 16 **Reentry Services Employee Of The Year**
Jana Bearden
- 17 **Non-Residential Employee Of The Year**
Patricia Hirsch

GEO Corrections & Detention

- 18 Central Region Donates to Special Olympics Employees of the Year
- 19 Veteran of the Quarter Cledus H. Paskins Celebrating 25 years of Service
- 20 GEO Wins Healthiest Employer Award Women In Leadership Award
- 21 The GEO Group is honored with Most Valuable Military Employer Award Minority In Leadership Award
- 22 Awarding Our First Scholarships GEO Believes in the Youth of America Presentation Peaks Interest of Law Enforcement
- 23 One Team...One Vision Lesson Spun From Tragedy The GEO Group Foundation Makes A Difference
- 24 GEO Biggest Loser Riverbend Receives 100% ACA Accreditation Welcome to the GTI Family Lloyd Allgaier
- 25 2013 Medal of Valor Dr. George Zoley and Commissioner Brian Owens Visit Riverbend
- 26 Val Verde Community Involvement ACA Recognizes the Eastern Region
- 27 Congratulations Graduates! Field of Dreams Getting it Done in Texas

International Services

- 28 Dreaming Inside Inmates Giving Back
- 29 National Medal Presentation at Fulham Project Aga Sikolo
- 30 Pest Problem Solved Overseas Fellowship For Julie Bond
- 31 KSCC's Rehabilitation Work SACM's 10th Annual Charity Golf Day

GEO Community Services

- 32 Northstar Participate in Clean Up Day BI Races Through BolderBoulder 10K
- 33 Chairman's Best in Class Award Winners Community Connections Strengthen Our Mission

GEO Celebrates *Ten-Year Anniversary of*

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

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

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

Aggressive Pursuit of Quality Growth

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

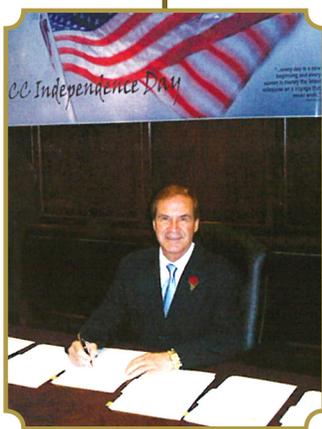
Since 2003, we have completed over \$0.6 billion in new development and expansion projects and have added to our diversified portfolio of correctional, detention, and community reentry services through \$1.8 billion in company acquisitions including Correctional Services Corporation in 2005, CentraCore Properties Trust in 2007, Cornell Companies in 2010, BI Incorporated in 2011, and Municipal Corrections Finance in 2012.

Since July 2003, GEO has tripled its annual revenues from approximately \$500 million to more than \$1.5 billion. Our market capitalization, or equity value, has increased 16 times from \$160 million to \$2.5 billion, and our total company valuation, or enterprise value, has increased ten-fold from \$400 million to \$4.0 billion.

This remarkable growth has led our company to a leadership position in our industry driving our financial performance to all-time highs and

Ten Years Of Remarkable Success & Growth

2003



July 9th, 2003

Group 4 Falck Share Repurchase



November 2005

CSC Acquisition



January 2007

CPT Acquisition

Its Independence

creating new and unique opportunities for our growing workforce of 18,000 employees worldwide.

REIT Conversion Validates Growth and Investment Strategy

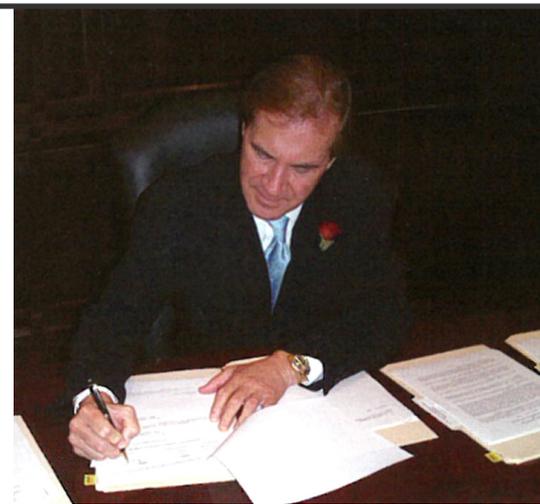
Almost ten years after achieving its independence, GEO's growth and investment strategy was validated with another important milestone. On January 1, 2013, GEO became the first fully-integrated equity real estate investment trust specializing in the development, financing, ownership, and operation of correctional, detention, and community reentry facilities around the globe.

This remarkable transition has positioned GEO to capitalize on new and exciting growth opportunities. The growth we have experienced over the last decade has led us to where we are today. The journey we began as an in-

dependent company on July 9, 2003 has brought us to a present which allows us to look back at a decade of success and growth as we glance into a future which promises to be even brighter.



Top right Picture: Chairman and CEO George C. Zoley signing the Share Repurchase Agreement on July 9, 2003. *Bottom Right:* Lars Norby Johansen, then President & CEO of Group 4 Falck (left) congratulates George C. Zoley, Chairman and CEO of The GEO Group on the successful negotiations completed at the Annual Shareholders Meeting in April 2003. *Top Left:* Chairman and CEO George C. Zoley Celebrating with retired Vice Chairman and President Wayne Calabrese.



2013



August 2010
Cornell Acquisition



February 2011
BI Acquisition



January 2013
REIT Conversion

GEO Warden Of The Year

Bill Zerillo

Queens Private Detention Facility

When Bill Zerillo joined The GEO Group in 2006 as Warden of the Queens Private Detention Facility, the United States Marshals Service (USMS) was a relatively new contract. He quickly identified and set the parameters for a successful partnership with the client.

Under Warden Zerillo's leadership, GEO has established a strong relationship with the USMS. The cooperation between the Queens facility and the Marshals Service Districts in the North East exemplifies the cooperative, "win-win" contracts, that are sought after by both the government and private enterprises.

Warden Zerillo identified the needs of the government entities utilizing facility resources and actively established a "can-do" atmosphere to ensure that not only were the USMS needs being met, but anticipated and exceeded.

Warden Zerillo received his BA from the State University of New York and his Masters in Management from Long Island University. He also served in the US Army and retired from the US Coast Guard Reserve as a Chief Warrant Officer 4, the fourth and highest billeted warrant officer rank, after over 30 years of service.

Warden Zerillo's commitment to GEO's mission and superior service to our client is reflected in the quality of our transportation officers. The USMS was so impressed with the quality of detainee support that they expanded the facility contract to include the use of GEO transportation officers as guards for detainee court requirements. The Queens facility received a 99.6 percent score on the last two American Correctional Association (ACA) certifications. The 0.4 percent deductions were due to the facility's physical structure and could only be resolved through major renovations.

His true leadership mettle was demonstrated during two natural disasters — Hurricane Sandy in October 2012 and then again during an aggressive snow storm in February 2013. Warden Zerillo led by example. He stayed at the facility for days during these crises to direct operations and be immediately available for emergencies, as well as the management of power and technology issues.

Warden Zerillo's number one achievement is his excellent customer service to the USMS Districts in New York and to their counterparts at the United States Attorney's Offices.

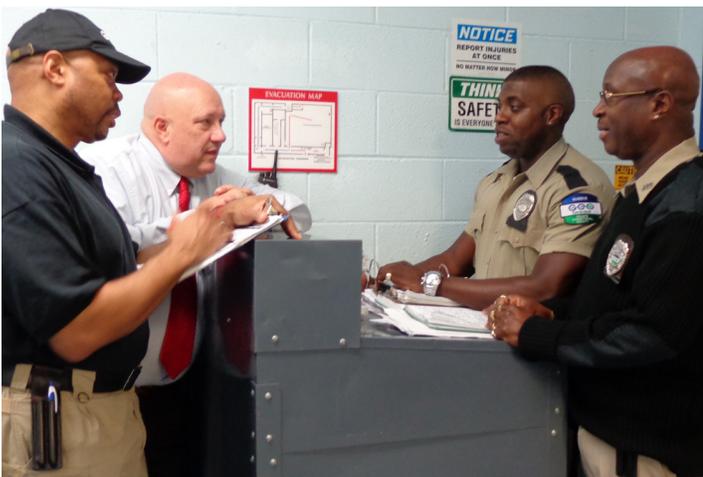
Queens competes with two local Bureau of Prisons detention facilities and other local jails, yet maintains 100 percent capacity. On several occasions, he worked with USMS and the Federal Judiciary to successfully complete tasks that the Bureau of Prisons were reluctant to handle.



"Due to Zerillo's setting of priorities and service assessment, the Queens Facility is now the Marshals' "go-to" facility in the NY area."



Zerillo consistently offers high-quality customer service and operations that have led the facility to exceed expectations. Zerillo often shares with his team, "A staff working together in cooperation toward the same goals as a team is infinitely more successful and can present better, more efficient and smarter services than a staff of individuals working alone." Warden Zerillo's tireless work ethic and commitment to his staff has made the Queens Private Detention Facility one of the very best in the business.



GEO Officer Of The Year

Argenia Watford

Rivers Correctional Institution

Argenia Watford was one of the first correctional officers hired at Rivers Correctional Institution in 2001. She has proven time and time again that she is an asset to this facility and to the GEO family. Officer Watford's dedication and caring heart is an inspiration to everyone who comes in contact with her.

Approximately 12 months ago, Rivers was tasked with archiving all documentation that had been accumulated since the facility opened. Officer Watford was assigned the task of representing the Security Department. She completed the task while working under an extremely tight schedule as a result of deadlines imposed by Regional and Corporate offices. The Security Department had so much documentation that a large portion had to be stored offsite. Officer Watford accepted this gargantuan task, spearheaded this activity for Security, and met all deadlines assigned in addition to her daily security responsibilities.

Officer Watford is routinely assigned to public entry, but her knowledge base

and flexible personality allow her to be assigned almost any place in the facility with no loss of continuity in operations. Whether she's dealing with visitors, staff or vendors, she is always easy to talk to and professional, all the while remaining firm. Officer Watford is the ultimate team player and is always willing to assist in any task assigned.

Her "go getter" attitude and willingness to go "above and beyond" exemplify the attitude espoused by the Security leadership team. During the past year, she served on the Christmas Committee, the Breast Cancer Awareness Committee, and the Correctional Workers Day Committee, all the while performing her daily Security responsibilities.

Officer Watford is a devoted Christian and a dedicated member of Soul Saving Station Church. She has two children, Myra and Mikal who is currently serving in the United States Army, stationed in Germany. Officer Watford is truly appreciative of the honor of being named the "Officer of The Year."



"Her "go getter" attitude and willingness to go "above and beyond" exemplify the attitude espoused by the Security leadership team."



GEO Officer Of The Year

Samantha Baldrige

Northwest Detention Center



"My personal goal each day is to see that everyone goes home safe. If that happens, I'm happy."

Born and raised by her single mother in Springfield, Massachusetts, life wasn't very easy for Samantha Baldrige and her mother. Samantha says that they were poverty stricken, and she was raised by the "school of hard knocks." Samantha spent a lot of her time with her Grandma who taught her that you should "do what you say and say what you do."

"Sam," to her closest friends and family, worked as a facilitator in the Job Corp in Massachusetts. She loved her job helping others learn new things and set goals for themselves.

Love brought her to the Great Northwest. Sam and her husband, Tonumaip'e'a, or Pe'a, have been married for 20 years! They have a daughter and son, Alexis (17) and Pe'a (15). Samantha also has a daughter, Tiffany (27), who lives in Connecticut.

In her spare time, she and her husband follow their children around to watch them compete in music competitions. They are a very close knit family and spend a lot of time hanging out together.

When her children were young Samantha was a "stay at home mom" until the kids were in school. She remembers that Captain, Lee Jaramillo, told her about the job and asked her to fill out an application, her first, then called her back to come in for an interview. She got the job ten years ago on Cinco de Mayo, May 5, 2003.

Many people have helped her along the way: Officer McCants showed her the fine line between being a professional and being firm with detainees. Officer Pisia gave her encouragement by telling her, "Don't worry, you'll get your style."

When asked what her style is, she stated, "I give a lot of face, meaning, with a look I can tell a person exactly what I want."

"I like being an Officer; I love interacting with my fellow Officers. I would love to be a mentor and train other officers. This last ART (Annual Renewal Training) I was asked to teach a class on the Control Room chaos (processes and policies). I had so much fun! My personal goal each day is to see that everyone goes home safe. If that happens, I'm happy."



GEO Officer Of The Year

Tommy Harter

LaSalle Detention Facility



“He wears the uniform with pride and demonstrates it while on duty as well as away from the facility.”

The LaSalle Detention Facility could not be more proud to call the GEO Correctional Officer of the Year one of their own. Tommy Harter is a very dedicated officer and a great asset to LaSalle Detention Facility (LDF). He has a great work ethic, always stepping up to assist on every task in any area of the facility. He is a great example of how and what a Correctional Officer should be. He wears the uniform with pride and demonstrates it while on duty as well as away from the facility. Mr. Harter always conducts himself professionally whether dealing with his peers, supervisors, detainees, visitors or anyone else he comes into contact with on a daily basis.

Mr. Harter began his career with GEO in May of 2010 and has consistently proven he is a self-motivated go getter

in everything he does. He started as a Corrections Officer and quickly began to look for ways to move up and become an asset to the facility. It wasn't long before management noticed and put him in charge of “Special Projects” which included supervising detainee work crews while they worked on beautification of the facility, upkeep of the grounds and floors and any other project that came up. He took on each project with a smile and always got it done to perfection. Due to contractual obligations, LDF cannot have an “outside yard squad” but it never mattered to Mr. Harter because he knew the jobs still had to be done. You would often find him outside in the Louisiana heat working on the grounds, power washing walkways or whatever else needed to be done without complaint. He was recently promoted to the position of Armory/Locksmith, which carries the rank of Sergeant. He took on this job with the same quiet enthusiasm he has for every task he has been given. He even went through his first audit after having a few short months on the job.

In his off time, Sgt. Harter enjoys riding his motorcycle and spending time with his family. He has even made corrections a family affair by encouraging his son, Tommy, to work at LDF.

Sgt. Harter is well liked and respected by all of his co-workers, supervisors and the detainee population at LDF. He can't even finish one project without asking, “What's next?” It doesn't matter whether it is an instruction from a supervisor to have the detainee's clean the dorm, a request from the Warden to make sure the weeds are under control, or the Captain calling him over the radio to assign a project, he will answer in his calm way, “10-4, it will be done,” and you know it always will.



GEO Employee Of The Year

Richard Murray

D. Ray James Correctional Facility



plant design that provides housing for 2,500 male inmates contracted with the Federal Bureau of Prisons.

Richard serves as an inspiration to his fellow employees with a positive attitude that everyone has a vested part in ensuring that all safety protocols are followed, which has resulted in a 20% reduction in work related injuries/accidents. He exemplifies excellent interpersonal skills in all departmental and operational needs.



This is evidenced by his ongoing efforts to ensure documentation compliance by monitoring and issuing weekly reports and reminders of any noted deficiencies for respective areas in the facility. He rewrote the facility lockout/tagout program that resulted in no deficiencies during the April 2013 client review. Additionally, he has taken personal ownership of the safety program that has incurred no discrepancies during the Initial Accreditations for the Joint Commission and American Correctional Association.

Richard has worked diligently to ensure that the safety program at the DRJCF meets our Federal customer's guidelines. Richard encourages others by being an

example for not just other leaders, but to the line officers of the facility as well.

Richard has two sons and a daughter, Richard Isaac, Ryan Patrick and Meca with whom he enjoys spending time when he is not at work. Meca is an Attorney by trade and is currently employed as a teacher at the Duvall County School Corporation in Jacksonville, Florida.

Richard is an excellent example of an employee who reflects the highest ethical standards of excellence, integrity, honor, humility, and loyalty. We value his knowledge and are appreciative of the hard work he's put in over the years.

"His perseverance and determination has truly educated others and helped raise the bar of operational excellence at the D. Ray James Correctional Facility."

Four years ago, Richard Murray was hired as the Safety Manager at the D. Ray James Correctional Facility (DRJCF) in Folkston, Georgia. Prior to that, he had never worked in a correctional setting. He worked as a Safety Manager for the Republic of the Bahamas from 2004 to 2006. He has an extensive safety background received during his time in the United States Navy where he served from 1982 to 2004.

Richard, a native of Jacksonville Florida, honed his skills during his military tenure and was able to assume the position as Safety Manager at a facility which covers a lot of area given this facility's physical

GEO Employee Of The Year

Glenn Brown

Rivers Correctional Institution

Glenn Brown was hired three years ago at Rivers Correctional Institution as a Correctional Officer after working for International Paper for seven years. Glenn quickly distinguished himself as a security professional and was promoted to Fire/Safety Manager after only twelve months on the job.

As Fire and Safety Manager, Glenn serves as an inspiration to all Rivers employees. He has used his creativity to keep the facility in compliance with all fire/safety policies and to take Rivers Safety initiatives to the next level. As a result of his due diligence and tenacity, in May, Rivers Safety Programs were featured in the “The Standard” along with a profile on Glenn. The Rivers Safety program was cited as exemplifying “The Best Practice” in the field of Fire and Safety. This is attributed to the practices that Glenn implemented to increase fire and safety awareness at Rivers.

Glenn then set his sights on how to save the facility money, while protecting the environment. Early in 2012, Glenn began to stress the importance of

recycling. He reached out to a vendor in the community who was interested in purchasing recyclable waste from Rivers. Glenn convinced him to pick up recyclables at no cost to the facility. As a result of his efforts and his interest in recycling, Rivers has made a profit of over \$10,000 and our waste cost has been reduced to \$54.00 a ton.

Glenn’s selflessness has extended out to our sister GEO facilities. He’s assisted the D. Ray James, Big Springs and Reeves facilities with the Safety portion of CFM audits. These audits exceeded what was expected of him in his normal day to day responsibilities, but he enthusiastically accepted the challenge and performed the task timely, efficiently and without complaints. Glenn’s ideas for improving safety have permeated the facility to make Rivers a safer, more environmentally friendly place. Glenn is a team player and is recognized as one of the “go to guys” of the facility.

Mr. Brown is the consummate safety professional and excellent example of the GEO employee who represents excellence, integrity, honor and loyalty. He continues to seek outside

involvement in the community and serves as a member of the local EMS and volunteer Fire Department. Glenn’s family is first and foremost in his life but he does love to hunt, fish, ride his motorcycle and play softball. He’s been married to his wife Sherrie for 19 years and they have two beautiful daughters Brooke and Payton.



“Glenn’s ideas for improving safety have permeated the facility to make Rivers a safer, more environmentally friendly place.”



GTI Officer Of The Year

Keith Gardner

Broward Transition Center

Mr. Gardner has been a dedicated employee of The GEO Group since 2000. He worked as a Security Officer for GEO Care from 2000-2006 and then transferred to Broward Transition Center (BTC) in 2006 as a Housing Escort Officer. In 2009, he became one of the original GEO Transport, Inc. (GTI) drivers at the Broward location. He was sent to Kentucky also in 2009 to become one of the first CDL Driver Trainers for GTI, and over the last four years has contributed to Broward's location having one of the leading Transportation units throughout the GTI organization.

Mr. Gardner is also a devoted husband to his wife of 23 years, Mrs. Victoria Gardner. They were childhood friends



who became high school sweethearts and have been together ever since.

During the year of 2012, Mr. Gardner maintained multiple significant roles within the Broward GTI operation. He excelled as our Fleet Tech for the entire year of 2012, Acting Manager, Certified Driver Trainer, and backup Dispatcher as well as fulfilled his duties as a Driver.

Mr. Gardner has an exceptional professional relationship with the client as well as a strong line of communication with the staff including Shift Lieutenants in the Security Department. He gets along well with everyone which makes it easy to ensure that all moving parts from various departments come together and ensure efficient and timely movements. He has a great personality and always possesses a "Can Do" attitude without hesitation.

Mr. Gardner stepped up and took charge of maintaining the Fleet Tech position for the entire year of 2012. His efforts and dedication in this role contributed significantly in the Broward GTI Fleet having an immaculate preventive maintenance program- resulting in 100% scores for all audits in the year of 2012.

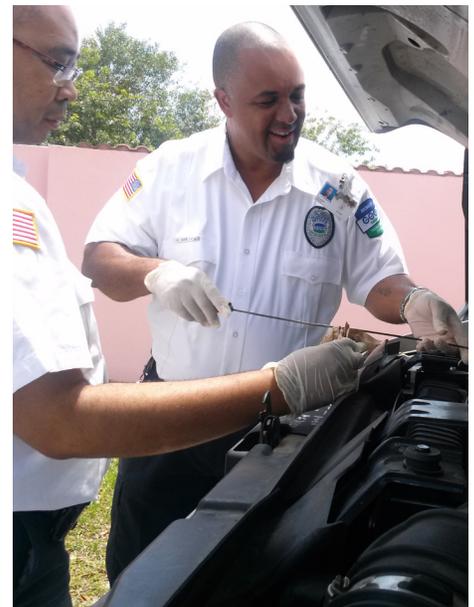
Mr. Gardner developed a great relationship with various vendors and created a short-cut maintenance matrix which assists the department in easy access to monitor upcoming services on vehicles. Mr. Gardner is also the Safety Officer at the shooting range who assists the firearm instructor during our quarterly firearm drills. He is very patient with the less experienced shooters and takes the time to tactfully assist them with any shortcomings.

Mr. Gardner has excellent communication skills. He maintains a calm demeanor in all scenarios. Even during the events that require a sense of urgency, he is always calm-toned with his deliv-



"Mr. Gardner is a take charge individual that will openly suggest ways to improve the operation."

erance. He makes sure all vehicles receive timely turnaround time when they are in the shop. He communicates with various departments with any concerns that reflect any transport detail departing timely and efficiently. He is truly an asset to the GTI organization.



GEO UK Ltd Employee Of The Year

Kev Williams

Harmondsworth IRC



The Employee of the Year 2013 for GEO UK Ltd has been awarded to Manager, Kev Williams from Harmondsworth IRC.

Kev joined the company in September 2008 as a Detention Custody Officer, working at Campsfield House, Oxford. He transferred to Harmondsworth Removal Centre in June 2010 as a Safer Custody Manager on the Induction Unit.

His attributes as a highly-motivated and results orientated Manager were recognised and resulted in him being tasked to various problematic areas within the establishment. Firstly, as Education & Regimes Manager in September 2011, where he was instrumental in the improvement of the department, implementing management processes to enable robust performance monitoring that targeted failings thus promoting improvement.

Following this in January 2012, Kev accepted the role of Services Manager overseeing the Catering department. Whilst in this role Kev's performance was acknowledged through excellent

reports from the Ministry of Justice Catering Audit. Additionally, the establishment's menu greatly improved while ensuring the department remained within budget.

In June 2012 Kev was seconded to work directly for the Centre Manager at Harmondsworth as part of a team of Managers providing operational support, auditing and trouble shooting.

At the end of 2012, he was invited to work as part of the Bid Team working on the GEO solution for the Heathrow Estate submission. Kev accepted this as an opportunity and excelled in this period displaying professional attributes as a Manager through setting targets, meeting deadlines, and developing and writing operational solutions. Operating at a corporate level, Kev processed tasks with a holistic approach taking into account not only the immediate operational issues, but also the resource and financial impact on the business.

In his own time, Kev is a keen enthusiast of radio controlled model aircraft, which he enjoys working on as well as flying.

"He broadened his experience further as a manager working in unfamiliar areas which enabled him to gain a wider perspective when approaching tasks."



He also enjoys socialising and watching movies. Phil Watkins, the Managing Director of The GEO Group UK Ltd said, "Kev has proved to be such an asset to GEO over this period that I'm delighted to recognise his performance through this award."

GEO Australia Employee Of The Year

Matthew Canny

Junee Correctional Centre



"He is energetic and enthusiastic and has educated, inspired and encouraged both offenders and staff to achieve their personal health and lifestyle goals."



Matthew Canny's great passion is movies and after taking out the 2012 GEO Employee of the Year award, the Junee Correctional Centre employee might just have the lead role in the 'feel good' story of the year. The plot goes like this:

An Irish boy named Matt grows up in the tiny village of Loughglynn in the County of Roscommon dreaming of living in Australia and finally, well into his twenties, he packs his bags and joins his best friend 'down under'. Working as a nurse in Sydney he meets Jo, a girl who hails from the tiny outback town of Boree Creek with a population of just 270. They fall in love, marry, settle in Wagga Wagga and have two children they name Loughlin and Eilis. After working in the local hospital for a couple of years Matt takes up a position as a registered nurse at the prison in nearby Junee. When Matt's father, Richard, passes away from prostate cancer, it is a catalyst for him to change careers and he takes on the role of health promotions officer, so he can put his energies into men's health.

Less than 18 months later, after introducing numerous innovative health programs for both inmates and staff, Matt wins the GEO Employee of the Year award.



"Matthew is a very worthy winner of the Employee of the Year, whose efforts have played an important role in improving Junee's 'healthy prison' performance. Matthew has also shown great leadership, particularly in developing relationships between health services and custodial staff in order to achieve healthy lifestyle objectives."

One of Matthew's major achievements has been promoting the "What Makes a Man a Man in Contemporary Australia" mentoring program within GEO and working closely with its founder, Psychologist Agi O'Hara from the University of Sydney, to implement the program at Junee Correctional Centre.

He also developed the 'Healthy Inside' program — a six-week course for offenders that combines health education with physical exercise. The Australian Council on Healthcare Standards recently acknowledged the program at its 15th Annual Quality Improvement Awards.

Outside the correctional centre, his passion for cinema has seen Matthew establish a part-time business called Movies by Moonlight. The enterprise travels to remote towns bringing the 'silver screen' to places that don't have a cinema, with Matthew showing classic Australian movies.

At the 2012 Employee of the Year award ceremony, Matthew was joined by fellow finalists Rae Lea Pronk (Arthur Gorrie), Jennifer Norris (Fulham), Jacqui Geveke (Parklea) and Melanie Ferguson (GEO Care) for the announcement of the winner.

"It is a cliché, but I do love my job. GEO is a great company to work for and I am delighted that management thought my performance during 2012 was worthy of the Employee of the Year award."

GEO South Africa Employee Of The Year

T. J. Nonyana

Kutama Sinthumule Correctional Centre



Jeffrey is married to Realise Nonyana. The couple has five children-four boys: Gavey 21, Surprise 13, Gift 7 and Jeffrey 2. The only girl, Mkgadi is 5 years old. He describes his wife as being extremely supportive of him in everything he does. He says he is grateful for and appreciates the support he is getting from his colleagues and close family members.

In 2005, Jeffrey was diagnosed with gout arthritis. He tried to cope with the situation but he admits that it was hard and only his strong character kept him going. On 13 October 2011, he was admitted to the Zoutpansberg Clinic for about 6 days to receive treatment. He confesses that it was a difficult time for him, especially seeing his colleagues going to work whereas he was unable to work due to his illness which impacted negatively on his life.



“Jeffrey is a self-motivated person with lots of confidence. He puts his work first at all times.”

Tendani Jeffrey was born on 25 December 1970 in the Mukondeni village in the Limpopo Province. He has two sisters and two brothers. He is the third child born to parents Johannes and Mmakoma Nonyana.

Jeffrey joined the company on 1 Feb 2004 as Custodial Officer and trained in Johannesburg. He started to work at Kutama Sinthumule Correctional Centre (KSCC) on 1 June 2004.

He was deployed as a Search Officer for four years. Based on the company’s rotation system, he was later rotated to Yellow Prison and then to Green Prison in 2009. He remained in Green Prison until 1 February 2012 and in mid February 2013, he was rotated to Blue Prison.

Jeffrey is a self-motivated person with lots of confidence. He is a dedicated employee and feels guilty if the job is not done in time. He puts his work first at all times and he hates to disappoint his supervisors. He says he appreciates the colleagues he is working with at the facility for the team work, support and readiness to respond to any situation which can confront them.

He dreams of being a supervisor, group leader or manager so that his peers can learn from him.

When he is off duty, he keeps himself busy with gardening and watching soccer on TV with his friends.

He really appreciates the effort taken by management in giving him the opportunity to be selected to be an Employee of the Month and subsequently the Employee of the Year for 2012.



BI Employee Of The Year

Gary Sewell

BI Incorporated



"I have always been the kind of person who dives into a problem and just figures things out."

Gary Sewell has served as a Monitoring Operations Analyst since 2005 at BI Incorporated in Anderson, IN. In his daily work, Gary is responsible for compiling monitoring data, statistical evaluation, as well as creating and running reports for employees and customers. Gary was also instrumental in the implementation and ongoing evaluation of the Pay for Performance program in the call center. During the last year, Gary gave a great deal of his time, expertise and energy to the BI United Kingdom team in our pursuit of that business opportunity.

Gary attended Ball State University in Muncie, IN working toward a journalism degree. For ten years, he was employed in the advertising/printing industry as a Graphic Designer, Press

Operator and later as both a Branch and General Manager. Gary learned about the BI call center at a campus job fair and joined as a third-shift Monitoring Specialist in 1999. Gary was promoted quickly to Third Shift Supervisor and found success as a self-proclaimed "night person," staying in the position much longer than his predecessors. Gary moved to his current analyst role with BI in 2005 and is an integral part of the management team, visiting many customer sites and resolving their issues. "I have always been the kind of person who dives into a problem and just figures things out. That has served me well through the years in both my professional and personal life," he said.

Gary was nominated for Employee of the Year by Bruce Thacher, Sr., Executive Liaison at GEO Group. "I worked with Gary on the UK opportunity and was astounded by his work ethic and his ability to cut through immense levels of detail to formulate operating models that were well thought out and defensible. Gary showed his immense knowledge of EM and his ability to transfer that knowledge to a foreign environment." Bruce added, "Gary has always been willing to step into the field to assist with new programs, problems with customers, and set up new offices. If we need 'boots on the ground', Gary is always willing to go above and beyond. When you compare this to his job title, it is clear that he is committed to doing whatever needs to be done."

Outside of work, Gary enjoys spending time with his wife, Sally, and his son, Derek. Gary is an avid bowler, and enjoys sports officiating. Gary became a volunteer peeewee football official in 2008 and became licensed in 2010 for the Indiana High School Athletic Association. He is excited to begin his 4th year officiating high school football this fall.



Youth Services Employee Of The Year

Sonya Davis

Southwood Interventions

Leadership is an art. It is being supportive and responsible, often setting aside personal desires, demonstrating loyalty and action and always based upon personal beliefs. We provide service to others and work with the strengths of those in our charge using policies and procedures while incorporating intuition and common sense in a flexible manner. This is an accurate description of Sonya Davis, Treatment Supervisor of Southwood Interventions Intake and Outpatient departments.

Sonya chose the social services field because she believes it is important to use the gifts God has provided you and give back to others. She received her Associates degree in 1999 after serving on the Substance Abuse Ministry in her church helping others who were seeking answers for the pain that was being caused by their addiction. She has earned both her Bachelor's and Master's Degrees. She started as a Counselor in 1998 and demonstrated the integrity and commitment she learned growing up. Sonya advanced throughout her career and served as a Case Manager, a Treatment Supervisor, a Clinical Director of a community-based program and is now over the Intake and Outpatient departments at the Abraxas Southwood Interventions facility.

In her current role, Sonya has worked toward insuring the facility keeps all budgeted beds full while managing multiple referral and funding sources. Sonya ensures this department runs efficiently resulting in clients receiving the appropriate treatment in our medically monitored Detoxification unit, three residential programs as well as the Intensive Outpatient program. As the supervisor of the Outpatient programs, Sonya works with her staff to meet the needs of those clients who are stepping down from our existing detoxification and residential programs as well as the various outside referral and funding sources.

She frequently recognizes staff for their achievements and hard work and encourages and motivates others to go beyond their basic job duties by setting an example of selflessness and professionalism in all she does.

Sonya grew up in rural South Carolina, the fourth of six daughters. She has been married for 32 years and has three children and six grandchildren. Family, faith and inspiration from her father and husband have guided and motivated her throughout her entire life. Sonya spends her free time going on cruises, spending time with her family and being involved with the ministries of her church.



"Sonya's approach to supervising staff is simple – be fair to everyone, do for all as you would do for one and be consistent and supportive."

Sonya has a love for people and a desire to see families become whole through the bridging of gaps. We are proud of the work Sonya does every day and honored to have her as the Youth Services Employee of the Year.



GEO Reentry Services Employee Of The Year

Jana Bearden

Beaumont Transitional Treatment Center

We are proud to announce that Case Manager Jana Bearden, employed at the Beaumont Center has been selected for GEO Reentry Services Employee of the Year! Ms. Bearden performs her duties on a consistent basis at or above standard. The attention to detail and compliance with applicable policies and standards are all evident in her work. When Ms. Bearden becomes aware of a situation that requires attention she will take the initiative to address the situation and/or report the situation to a supervisor to ensure the interests of the facility are protected.

Ms. Bearden complies with applicable dress code, work rules and regulations, Kronos time clock, duties assigned to her on a daily basis and fulfills the Case Management role with little to no supervision. She demonstrates a professional demeanor and is fair and consistent in dealing with the offender populations. Ms. Bearden is a team player and assists team members in maintaining compliance with policy and contractual requirements.



When the facility experiences staff shortages, Ms. Bearden is quick to step up to volunteer to cover. Her main attribute is recognizing a weakness in programs and taking initiative to strengthen the area. When an outside agency was no longer able to provide HIV/AIDS Education class (a mandatory training for staff and offenders), Ms. Bearden recognized this would be critical to the facility. She obtained needed material from the Training Coordinator and volunteered to become the HIV/AIDS instructor. She arranged for a time to conduct the class, made weekly arrangements to schedule clients to attend the class, and promptly began to provide the service on a weekly basis.

This year, staff training was changed to require each individual employee to demonstrate the ability to perform duties rather than just classroom training. The new program requires that the individual employee be the driving force in scheduling and completing their training workbooks with a training coordinator. Each staff member was provided the PQS Training worksheet. Ms. Bearden was the only Case Manager to complete the assigned task within the established time period. Additionally, she also completed the training worksheet for "Operations" staff simply because she wanted to be well-versed on all aspects of facility operations and security procedures.

Due to her desire and initiative, Ms. Bearden has proven to be a cornerstone for the Programming and Operations of this facility. She remains a valuable asset to the facility and demonstrates a strong desire to contribute wherever possible.

Ms. Bearden enjoys spending time with her two children, four grandchildren whenever possible, and finds time to



"Due to her desire and initiative, Ms. Bearden has proven to be a cornerstone for the Programming and Operations of this facility."



care for her aging father. She plays the guitar and actively participates in her church choir. As an avid golfer she signed up for the "Old Glory Tournament" in Wildwood, TX and is hopeful for a successful outcome.

Non-Residential Employee Of The Year

Patricia Hirsch

Chicago Heights DRC



Patricia Hirsch joined the BI RSS team in 2009 as the Supervising Case Manager for the Chicago Southside Day Reporting Center (DRC). She joined a team that had just been restructured and in need of operational improvement. She systematically found ways to make improvements to case management processes, evaluated curriculum effectiveness, and increased staff productivity. As a result, her contributions were recognized when the office passed their program review the following year.

In July 2011, she was promoted to Program Supervisor for the Chicago Heights Day Reporting Center (DRC). Ms. Hirsch, again, took on the challenge of turning around an underperforming office. As a result, she has more than doubled several key outcomes for her office including client attendance and retention, weekly case management show rate, Behavior Change Plan completion, LSI completion and recidivism reduction. Ms. Hirsch was instrumental in improving the FY12 program review score by nearly 12 points resulting in the highest score in more than three years for the Chicago Heights DRC. She has also used

her talent to train staff in evidenced-based practices across the state, and regularly volunteers to help out in any way she can.

Ms. Hirsch also implemented the Helping Offenders Pursue Employment/ Education (HOPE) program for clients to provide a backpack filled with classroom essentials for clients who sign up for an educational program. She also created the Tree of Hope in which clients are given an ornament every time they attend a group to write a message of something they are hopeful for or working towards during holiday season and placing the ornament on the office tree.

Ms. Hirsch has done an outstanding job maximizing her resources to benefit so many. She has also increased the value of our product by improving outcomes for our customer. She says her mission is to help increase others' knowledge, and asserts her goal is to help both the clients and customer realize that we are change agents in partnership with them.

In her spare time, Ms. Hirsch tends to 130 chickens, 6 ducks, 3 sheep, 3 cats,

"Ms. Hirsch took on her new role with an unmatched energy and an extensive background of education and experience in the corrections field."

and a dog on five acres of land. She runs a small egg business called "Smart Chix Eggs," and all proceeds of the egg sales go in a savings account for her grandsons' education. She also loves knitting, reading, and cooking for friends and family. Ms. Hirsch has collected seven generations of family heirlooms, including items her family carried with them on the ship while migrating to America from Europe.



Central Region Donates \$150K to Special Olympics Texas

Written By **Donna Blanton, Central Region**

The Central Region Office hosted its 14th Annual Special Olympics Texas Golf Tournament on Saturday, April 27, 2013 at The Republic Golf Course in San Antonio, Texas. With the dedication and generosity of the Central Region facilities, our Vendors and the Corporate Office, we proudly presented \$150,000 to Special Olympics Texas making this the largest donation to date. The Rio Grande Detention Center earned the Director's Award for the top facility fund-raiser and the Karnes County Civil Detention Center won the award for highest donation per employee.

In addition to 118 players, honored guests included Dr. George Zoley; Congressman Henry Cuellar; Jim Holtgrieve, Captain, US Walker Cup Team; Elizabeth Saenz, US Marshal; Julian Calderas, ICE Deputy Field Office; Margaret Larsen, President, Special Olympics Texas; Steve Hayes, Past Chair, SOTX Board of Directors and Special Olympic Athletes Michael Aguilar, Gabino Barrera, Kyle Butts, and Tim Taggart.



Top Picture (L to R): John Purcelli, Michael Aguilar, Jim Holtgrieve, Dr. George Zoley, Reed Smith, Gabino Barrera

Bottom Picture (L to R): Special Olympics Athletes Gabino Barrera, Ted Taggart, Michael Aguilar, Kyle Butts, Reed Smith, VP, and Margaret Larsen, President, Special Olympics Texas



Employees of the Year

Written By
Betty Beckham, LaSalle Detention Facility



Congratulations are in order for the LaSalle Detention Facility's Employees of the Year 2012. Selecting these very special employees is not an easy task for Warden Cole or his Executive Staff, but it is a recognition that we are proud to share with everyone including the Regional office and the community of Jena, Louisiana.

Every month, the LaSalle Detention Facility (LDF) selects three employees to be recognized for their accomplishments and hard work. Their names are submitted at the end of the year and then the hard process of selection begins. Several situations are considered, and a lot of thought and goes into the selection of those employees.

Warden Cole and his team are very good at keeping employee acknowledgements alive. We issue certificates, take many pictures and we use them in our programs here, such as the facility newsletter, the TV screen as you enter the building, and our local paper runs these ads for us. Now to introduce them, they are: from left to right: **Ms. Trenita Day**, GTI Transportation Employee, **Ms. Theresa Isaac**, Bookkeeper and **Mr. Tommy Harter**, Correctional Officer (who recently received a promotion as the facility's Armory/Lock Officer).

All of the staff at LDF are very proud of these employees. We wish them congratulations, again!

Staff Sergeant Cledus H. Paskins

Written By **Gina Larsen, Corporate HR**



Cledus Paskins, Life Skills Worker III at the Abraxas Youth Center is our nominee for Veteran of the Quarter. Prior to joining Abraxas in 1995, Cledus served his country admirably in the U.S. Army for 20 years in the career field of supply and logistics, retiring as a Staff Sergeant.

His initial assignment was with the 7th Infantry Division based out of Ft. Ord, CA, then included duty in Germany, Panama, Honduras, Egypt, and concluded in Haiti, serving with the 10th Mountain Division. A few of his many awards include: Meritorious Service Medal, Army Commendation Medal, Army Achievement Medal, Southwest Asia Service Medal, Humanitarian Service Medal, Professional Development Ribbon, and Overseas Ribbon. In addition to the leadership schools, he also attended Basic Intelligence Course, Senior Logistical School, and Jungle Warfare School.

Upon retiring from the Army, Cledus joined the Abraxas Leadership

Development Program in 1995, serving as a part of the team that helped garner the Juvenile Court Judges Commission “Program of the Year” award in 1997. In 1998, he transferred to the Abraxas South Mountain Secure Treatment Unit, where he remained until 2004, when he transferred to the Abraxas Youth Center, where he serves as the Education Life Skills Worker III.

We say thank you to Cledus for his 20 years of military service, as well as his 18 years of service to the youth entrusted to our care. The positive impact on the thousands of youth he’s interacted with and assisted over the years is immeasurable!

Celebrating 25 years of Service

Written By **Dawn Ceja, Aurora Detention Facility**

The company’s first contract award was issued in 1987 and shortly after since 1988 Barbara Krumpelmann, Assistant Warden of Finance and Administration, has been a staple at the Aurora Detention Facility. During her 25-year tenure, she has given her all and dedicated so much to the Company to ensure the recordkeeping and budgets are precise. If you want something included in the budget, don’t even think about asking for it if you don’t really need it. Barb runs a tight ship when it comes to the facility’s finances, but her persistence pays off as she has been successful in effectively controlling costs year after year. When Barb started at the Aurora Detention Facility, she worked closely with Matt DenAdel, the Corporate Vice President of Pricing. Mr. DenAdel states:

“I have had the honor and privilege of working with Barbara for these 25 years.

After only a few days of transition training when she was hired to replace me as the Aurora Business Manager she took the baton and has done an incredible job since that time. Barbara has assisted with numerous startups over the years and I think holds the record for working with various facility administrators. She has been instrumental in the continuous changes at the facility starting at 150 beds, expanding to 300, then 440 and finally moving into the new 1,000 bed facility. Each change has brought its own challenges but Barbara has handled everything with tremendous poise and finesse. Barbara is the consummate professional and is one of the finest individuals I’ve worked with since the inception of the company. Her integrity, veracity and character are truly unparalleled. I wish her the best celebration ever and years of continued success. It has been wonderful knowing Barbara as a co-worker and true friend! With love, admiration and respect” ...Matt DenAdel



The above quote is the consensus among staff here at Aurora. Barb continues to project a renewed sense of purpose and maintains stability and accountability in her department and in regards to cost management. Over the last 25 years, Barb has displayed a strong dedication to the organization and hopefully there will be another 25 years of the same commitment and loyalty.

Healthiest Employer Award!

Written By **A. Louise Williams, Corporate HR**

For the second consecutive year, The GEO Group was selected as one of the Year's Healthiest Employers in South Florida. The Company was awarded third place from among seven finalist companies with 500 or more employees. The awards ceremony was presented by Florida Blue and the South Florida Business Journal.

The GEO Group and all finalists were also featured in the June issue of the South Florida Business Journal. The article highlighted some of the milestones the Company accomplished in 2012 to earn this award, including the fact that 96.2% of employees with medical coverage completed a Personal Health Assessment (PHA)-a compliance rate that is virtually unheard of in the wellness industry! Also, our Wellness Provider, Healthyroads, selected the GEO Group as a Gold Winner in their Fit Company Awards Competition, and we were named the 2012 Best in HR Company of the Year by the Human Resource Association of Palm Beach County in part for our wellness initiatives.

In our very first "Biggest Loser Challenge," the Company awarded



\$100,000 in prizes to 312 employees who lost pounds or a percentage of body weight. We also had over 1,000 employees purchase a wireless ActiPed pedometer and collectively walked more than 290.5 million steps (over 145,291 miles or roughly 6 times around the earth)! GEO employees constantly provide positive feedback regarding personal changes they've made in their lives as a result of the Company's Wellness initiatives, including our annual Health Fairs.

Most importantly, employees know that GEO executives are all engaged in these

programs and are providing opportunities for healthy competitions among their employees. All of us together can keep GEO on the path to wellness.

Picture (L to R): Kevin Gale, Editor in Chief, South Florida Business Journal, Glenn Hryniewicki, Manager, Compensation, Louise Parks, HRIS Analyst, Louise Williams, Supervisor, Benefits, Gina Larsen, Manager, HR Marketing and Recruitment, Joseph Torracco, VP Compensation, Benefits and HRIS systems, Stuart Marcus, Director, HRIS, Cynthia Johnson, Benefits Specialist, Susan Napolitano, Director, Compensation and Benefits, and Penny Shaffer, Market President, Florida Blue (presenting sponsor)

Woman In Leadership Award Winner: Susan Hutchison

Written By **Susan Napolitano, Corporate HR**



The 2nd Annual 2012 Woman in Leadership Award was presented to Susan Hutchison, Assistant Business Manager at the Northeast New Mexico Detention Facility (NNMDF). Susan was selected from among over 90 nominees submitted for this prestigious award and was also presented with a

\$5,000 check on January 9 by Warden Timothy Hatch and Director of Regional Operations, Jeffrey Wrigley. Susan was nominated by Assistant Warden Vincent Horton. Highlights of Susan's winning leadership qualities are shared below:

"Susan joined The GEO group in 2001 as a Security Clerk at Lea County Correctional Facility. She subsequently held the positions of Executive Secretary and HR Specialist prior to being promoted to Assistant Business Manager in 2011. Her mature, common sense approach and ease of project management, have won her much recognition. Her drive and hunger for excellence throughout her tenure have earned her:

Employee of the Month 2002, 2006 and Employee of the third Quarter 2006, all at Lea County, as well as Employee of the Year 2008 at NNMDF. Ms. Hutchison's leadership, great business sense and positive drive for progress are unmatched and naturally draw others to her team. Her contributions are many, and there is so much more she can do."

The Judges for the award included Angela Meister (last year's recipient), Ann Schlarb, Patricia Persante, Susan Napolitano and Patricia Bowen. Ms. Hutchison will join the judging panel next year. Congratulations to Susan and to all the nominees for their exceptional achievements.

The GEO Group is Honored with Most Valuable Military Employer Award

Written By **Gina Larsen, Corporate HR**



The GEO Group is comprised of over 18,000 employees, and in the past 8 years we've hired over 4,200 Veterans and active service members. Because of our tremendous success with Veteran Recruitment, GEO won the prestigious Military Award "Most Valuable Military Employer." Most Valuable Military Employers (MVE) are selected yearly based on employers whose recruiting, training and retention plans best serve Veterans and military service members. GEO's ongoing initiatives include a Veteran specific webpage, repeat attendance at Military job fairs, and Military targeted advertising.

GEO is dedicated to hiring and retaining military talent, and maintains a Veteran webpage titled Hiring Heroes. At www.geogroup.com/hiringheroes, current and prior military members can search

GEO's career opportunities based on their military job title or skills. The webpage matches their specific attributes to a job at GEO and provides search results full of opportunities for them to apply to. Our Hiring Heroes page also features GEO's Veteran of the Quarter, an impressive award nominated by peers. Please email glarsen@geogroup.com if you would like to nominate a colleague!

We enjoy meeting our Veterans in person, and especially like shaking their hands to say, "thank you", which is why GEO attends military job fairs throughout the country. This year, we are attending several Recruit Military and Hiring Heroes Veteran Job Fairs, as well as local fairs at military bases near facilities. Our goal is to reach out to Veterans worldwide; on base, in retirement, via their family, and even in combat. We do so by publishing Military targeted ads in G.I. Jobs, Recruit Military's Search and Employ, Military Spouse, and The Griffon. In addition, we conduct targeted campaigns to local military bases, newspapers, transition centers

and career centers. MVE recognition is produced by CivilianJobs.com, a service where America's military connects with civilian careers.

The MVE for Military serves to help military-experienced job seekers identify the top employers to target for civilian careers. Other companies that received this impressive recognition include Amazon, Intel, and Bank of America, to name a few.



Picture (L to R): Dr. George Zoley, Chairman, CEO and Founder; Jennifer Vitale, Vice President, Recruitment and Retention; and Steven Fuller, Senior Vice President, Human Resources, holding the award.

Minority In Leadership Award Winner: Alexander Satcher

The 1st Annual 2012 Minority in Leadership Award was presented to Alexander Satcher, Transportation Manager of the Robert A. Dayton Detention Facility (RADDF). Alexander was selected from among the 70 nominees submitted for this meritorious award.

Alexander was presented with a check for \$5,000 on January 9 at his facility by Warden Ralph Cherry, Regional Vice President David Donahue and Vice President Ed Stubbs. Alexander received three nominations, including one from Mr. Stubbs, Vice President of GEO Transport Inc. They shared these sentiments:

"Mr. Satcher has been employed with The GEO Group since 2005. Mr. Satcher's exceptional ability to lead and administer has gained him numerous recognition awards throughout his tenure. Alexander attended the first ever GEO Transport Inc. Defensive Driving Trainer course and become certified as a GTI driver trainer. He was one of only two Corrections Officers ever to be promoted from Officer to Lieutenant at the Western Region Detention Facility since the facility opened in 2000. Mr. Satcher was asked to assist the facilities in the region and the state of Georgia with transportation departments and successfully helped several of them to achieve 100% compliance scores and put in processes of GTI."

Written By **Susan Napolitano, Corporate HR**



The judges for the Minority in Leadership Award were Loren Grayer, Pablo Paez, Cassandra Newkirk, Louise Williams and Patricia Bowen. Mr. Satcher will join the judging panel next year. Congratulations Alexander and to all the nominees for their exceptional achievements.

Awarding

Our First Scholarships

Written By **Jennifer Shaw**, Moshannon Valley Correctional Center

It was with great pleasure that beginning this year, Moshannon Valley Correctional Center established a scholarship program for students in the community. Two local high schools, Moshannon Valley High School (MVHS) and Philipsburg-Osceola High School (POHS) submitted candidates for consideration of the college scholarships. All of the candidates were highly qualified students and deserving of the award, which made it quite a difficult decision choosing the recipients. Two scholarships of \$1,000 were approved for both schools. The scholarships were

awarded as follows: MVHS: **Natalie E. Domanick and Tayia R. Swoope**. POHS: **Cody Ammerman and Carly Renee Gonder**.

The scholarships at MVHS were presented at graduation by the school's administration and the scholarships at POHS were presented by Moshannon Valley Correctional Center's Programs Manager, Mike Sticht. It was a special honor to be able to award Cody Ammerman a scholarship, as he is the son of Jerry Ammerman one of our own correctional officers.



This is an event that Moshannon Valley Correctional Center hopes will become an annual tradition in the community for years to come. After all, our children are our future.

GEO Believes in the Youth of America

Written By **John W. Gay**, Central Arizona Correctional Facility



total has been provided to the Florence Unified School District to assist in maintaining adequately supplied classrooms, academic advancement, and athletic programming for its ten schools.

Recently, CACF was asked to sponsor a luncheon in support of the iCivics-Justice Sandra Day O'Connor Project.

Facility staff sponsored the luncheon for Students, Teachers, County Superintendents, local dignitaries and former Supreme Court Justice Sandra Day-O'Connor. The project supports the Arizona Department of Education's "Excellence in Civic Engagement"

program, which has developed Web based games that allow students to make decisions of Supreme Court justices, jury members, politicians, voters and presidential candidates.

The GEO Group Foundation provides scholarships annually to High School graduates who meet specific academic standards. In May 2013, Warden John Gay presented \$11,000 in scholarships. The scholarship ceremony at Florence High School included over 30 different scholarship presentations and with the exception of State sponsored colleges and universities, The GEO Group is the largest financial contributor to the program annually.

The staff of the Central Arizona Correctional Facility have identified local youth programs as the primary beneficiary of staff related fundraisers. During the past year, CACF inmate fundraisers have raised in excess of \$10,000 and over \$7,000 of that

Prison Gang Presentation Peeks Interest of Law Enforcement

Written By **Elsa Reyes**,
Reeves County Detention Center



The Reeves County Detention Center Special Investigative Services hosted a Security Threat Group Conference in conjunction with the Texas Department of Criminal Justice Region 5. The conference was conducted to inform local and neighboring law enforcement officials about the rise of security threat groups in local prisons and local cities stretching into our local region. The different agencies attending the conference included the Federal Bureau of Prisons, Reeves County Sheriff's Department, City of

Pecos Police Department, US Border Patrol, US Marshals Service, Lovington New Mexico Police Department, Odessa Police Department, Midland Police Department, US Probation Office, Reeves County District Attorney's Office, City of Pecos City Manager, TDCJ- Lynaugh Unit SIS Department. Discussions and concerns were covered in general and all agencies shared information and made new contacts. The RCDC staff served all the participants lunch and the RCDC staff received many compliments on the professional presentations.

What do you do when four members of your staff have a combined total of over 95 years of experience, and you have over 20 years yourself? You reward them for their dedication and hard work. That's exactly what Golden State MCCF Warden Wanda Wilson did during Correctional Employees/Staff Appreciation Week during the second week of May 2013.

As in previous years, the event was celebrated as a week in which staff came together to partake in the events that were held daily that mainly consisted of eating in a festive spirit. This year Warden Wilson decided to include the theme of "Service" to the event as a special way to honor the employees from Golden State who have crossed a milestone by working with the company for over 20 years. Warden Wilson didn't have to look too far for employees that fit that category. Five employees consisting of: Joan Marshall, Human Resources Specialist – Hired in 1991; Ken Rosson, Lieutenant – Hired in 1989; Steve McFarland, Counselor – Hired in 1988;

and Jerry Foster, Correctional Officer – Hired in 1989 came to the forefront. Last but not least was Warden Wilson. She has completed 21 years of service herself. Her hire date was 4-13-1992.

The theme for this year's event was entitled, "One Team...One Vision." Warden Wilson acknowledged all of her staff for the time they have worked at Golden State MCCF with personalized certificates which read, "The strength of the team is in each individual member... The strength of each member is in the team." On the top it read, "One Team... One Vision."

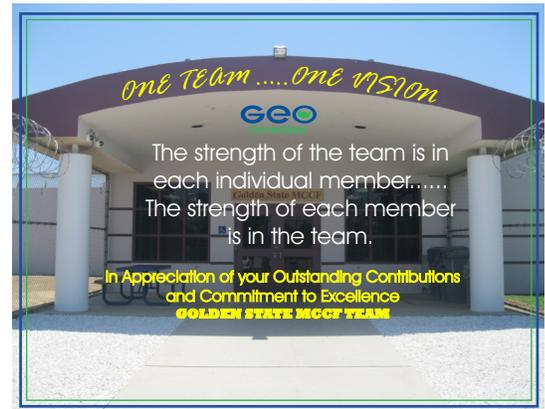
Warden Wilson also acknowledged staff who served over 20 years to include service award presentations. The inscription on the service awards said, "Service Awards Spirit of Achievement – Achievement is not always defined by victory. Sometimes achievement lies in the honest endeavor to do your best under all circumstances. Knowing that on any given day, intense personal ef-

One Team... One Vision

Written By Dan Meyer, Golden State MCCF

fort may be the only thing that separates you from the rest. Service is the lifeblood of any organization. Everything flows from it and is nourished by it."

With more and more people who have served over 20 years, they have helped make Golden State MCCF a facility that GEO can be proud of.



Lesson Spun From Tragedy

Written By Nicole Allen, Western Region Detention Facility (WRDF)



This month, the GEO staff challenged themselves to make a difference and in the process, redefined the definition of community. We at WRDF may not have roots in, or came to California by way of Oklahoma, but when tragedy struck, they decided a

little could go a long way to help the community. The plan was simple; organize a bake sale and have each department donate baked goods with all the proceeds going to the tornado victims in Oklahoma. At the end of the day, with most staff fighting the sugar buzz, a total of \$366 was raised by the event. Staff experienced an even greater reward for their efforts as the facility matched the money raised dollar-for-dollar.

Thanks to Sergeant Williams and her peers in the security department, we have made an impact to help those in need. For the staff at WRDF, we learned the true definition of community. It is not defined by the proximity to others, it is those that come together, with a common interest and goal, impacting our fellow citizens for good.

The GEO Group Foundation Makes a Difference

Written By Garry Ross, Robert A. Deyton Detention Facility

The GEO Group Foundation continues to support the local communities through its unwavering pursuit of excellence in the academia of higher learning. On April 2, 2013, Warden Cherry presented Clayton County Commissioner Chairman Jeffery Turner with our annual \$10,000 scholarship check. Each Commissioner receives \$2,000 in scholarships for their perspective districts, for students accepted into accredited institutions of higher learning. These scholarships build strong relationships with the local communities and the leadership of the county. Chairman Turner, on behalf of the county, gave a sincere thanks to GEO and commended the facility for all its many contributions to the county.





BEFORE



Biggest Loser Winner GTI Officer Tim Martindale

Written By Shihpei Stevenson, Northwest Detention Center

The Northwest Detention Center (NWDC) won big again! Some of you probably remember Connor Nelson from our facility, who won the grand prize in the previous contest. Well, this time we have another grand prize winner GTI Officer Tim Martindale.

Being six foot five and 507 pounds, Tim was already motivated to shed some weight. When he saw that staff

at the NWDC received incentives for losing weight during the first Biggest Loser contest, he decided to give it a try. Tim began by cutting out all alcoholic beverages. He would drink five sugar-free protein shakes throughout the day and follow a no-carb diet for lunch and dinner. Additionally, he switched to all natural, sugar-free gums and soda, which helped him stay on track by providing some variations to his diet. The secret weapon in Tim's arsenal also included sodium-free salt, coconut oil, and one to two gallons of water a day.

In addition to a strict diet regiment, Tim exercised regularly. He would spend at least 30 minutes walking and running on a treadmill every day, and then ride

an exercise bike for at least seven miles a day whenever he could. Following months of hard work, Tim dropped a whopping 105 pounds! Coming in at 402 pounds at his last weigh in, Tim was crowned the Biggest Loser in May.

Tim attributed his success to the support and encouragement from the staff at the NWDC. Tim was also very grateful that GEO cared about its employees enough to provide a wonderful program, such as the Biggest Loser contest, to help boost the incentive for employees to lose weight. Tim has set his ultimate goal at 300 pounds. With only 102 pounds to lose to reach that goal, he is eager to enter the Biggest Loser contest again.



Riverbend Receives 100% ACA Accreditation

Written By Catherine Price, Riverbend Correctional Facility

On May 13-15, 2013, Riverbend Correctional Facility underwent an initial accreditation audit by the American Correctional Association. Under the direction of Warden Fredrick J. Head and Compliance Administrator Catherine Price, the facility achieved initial accreditation with a perfect 100% score in all areas. This is a tremendous feat for the facility that has been in operation for 17 months and is a true testament of dedication from all employees. The three member audit team was unanimous in their praise of the facility with special recognition

given to Catherine Price for her skilled management of the ACA process. Riverbend also demonstrated the new ACA automated auditing process and is the first facility to present this program during an initial accreditation. We are proud to attest that the auditors loved the process.

With the completion of the Riverbend audit, the Eastern Region, under the guidance of Compliance Director Janet Hardwick, has achieved ACA accreditation at all 15 facilities with a cumulative average of 99.78% compliance with all standards.



Welcome to the GTI Family Lloyd Allgaier



Written By Patrick Donnelly,
LaSalle Detention Facility

Lloyd Allgaier has recently accepted the position as Transportation Manager at LaSalle Detention Facility, one of GEO's busiest facilities in the U.S., moving approximately 60,000 ICE detainees last year.

After serving nine years in the Army and four years with NASA as a member of the Emergency Services Team, Lloyd then began a career with the U.S. Marshals Service assigned to the Southern District of Florida as a Deputy U.S. Marshal. In 2003, he and his family relocated to Louisiana where Lloyd accepted a position as Task Force Commander with the Special Operations Group (SOG) located at Camp Beauregard. In 2010, Lloyd was appointed to the position of Chief of Air Operations for the Justice Prisoner and Alien Transportation System (JPATS) in Oklahoma City, a position from which he has since retired with over 25 years in the Marshals Service.

Lloyd still currently serves as an Investigator with the U.S. Coast Guard Investigative Service with plans to retire in the near future in order to concentrate on his new career path with the GEO Group. I invite everyone to welcome Lloyd Allgaier and wish him every success in his new career as a part of the GEO family.

2013 Medal of Valor Recipient

GTI Officer-Robbie Strickland

Written By Donald I. Rackley, D. Ray James Detention Facility

On July 10, 2012, Officer Robbie Strickland's actions were instrumental in saving his own life and the life of his fellow officer. On that day, Officer Strickland and his partner were assigned to an off-site medical transport of federal detainees. Prior to arriving at the facility, two of the detainees secretly planned to escape. When the officers opened the van doors one of the detainees created a distraction by falling out of the vehicle onto the ground. Officer Strickland's partner attempted to render assistance to the fallen detainee and while attempting to do so the second detainee went for the officer's weapon. A struggle ensued and the detainee managed to get the weapon and fired two shots at his partner. Officer Strickland immediately sprang into action, took cover, drew his weapon, gave verbal commands to drop the weapon and then fired three shots striking the detainee all

three times. As a result of the gunshots the detainee was mortally injured. Officer Strickland stayed behind cover, checked on his partner and called 911 for back-up. Officer Strickland's response to a life threatening situation was consistent with exemplary law enforcement tactics. His quick actions foiled an escape and prevented members of the public from being harmed.

Officer Strickland started with GEO in April of 2008. He is currently one of the two GTI Officers at DRJDF and is the Assistant Armorer. In his spare time, he likes to play the drum, carpentry work and go to the shooting range.

Bottom Picture (L to R): Officer Strickland enjoys spending quality time with his family: Jessica Di-Angelo, Daughter, Caleb Padgett, Fiancée, Joshua Padgett, Grandson, Officer Strickland, Janet Di-Angelo, Daughter, Emma Padgett, Granddaughter, Connie Strickland, Spouse, Alice Strickland, Mother (DRJCF GEO Retiree).



Dr. George Zoley and Commissioner Brian Owens

Visit Riverbend Correctional Facility

On April 10th, Riverbend Correctional Facility received a visit from GEO Chairman, CEO and Founder Dr. George Zoley and Georgia Department of Corrections (GDC) Commissioner Brian Owens. While at the facility, Dr. Zoley and Commissioner Owens toured several areas and attended a presentation by John Thurston regarding the recently implemented Continuum of Care Program. Mr. Thurston is the Vice President of Continuum of Care for GEO.

Continuum of Care is a model used to assess the risk factors of inmates that influence their behaviors and match them to educational and vocational programs in an effort to reduce prison misconduct. The idea is that the more risk factors that can be addressed, the lower the recidivism rate of offenders. But it's not just about teaching them a vocation; it's about helping offenders change their way of thinking so that they no longer have anti-social

thoughts and actions. It's also about providing resources for ex-offenders to help them become acclimated to their new lifestyle in the free world.

Riverbend Correctional Facility was chosen to be the model facility for Continuum of Care among GEO facilities. The staff at Riverbend has been working with the University of Cincinnati Center for Criminal Justice Research to implement the program. Commissioner Owens has also designated Riverbend as the Official GDC Program Prison.

Written By Brenda W. McIntyre, Riverbend Correctional Facility



Community Involvement



May has been a busy month for the Val Verde Correctional Facility (VVCF) with the following activities:

May 6th thru 10th: Correctional Officers and Nurses Week were celebrated by acknowledging their dedication to their profession. They were treated to various meals throughout the week.

May 16th: The VVCF joined several law enforcement organizations for the Third Annual Law Enforcement Expo. The VVCF set up a booth displaying C.E.R.T. equipment and pictures of the facility and employees. Mary Reyna, Chrissy Cortinaz, Raul Sanchez, Michelle Riley,

and Armando Rangel were available to answer questions about the facility, employment and C.E.R.T. equipment used at the facility.

May 17th: The VVCF was invited to Lonnie Green Elementary School for Career Day. The students loved asking questions to the employees but even more so loved trying on the C.E.R.T. equipment. The GTI Bus was on display outside along with other agencies for the students for tours. The following employees did a great job with the students and were awarded certificates in recognition of valuable contributions of time and effort: *Mary Reyna, Chrissy Cortinaz, Raul Sanchez, Mario Perez, Lt. Jose Huerta, Antonio Barton, Michelle Riley, Liliana Bernal, Brenda Marin-Abrahams, and Erika Calderon.*



May 21st: The GEO Corrections VVCF Scholarship Committee, Warden Brett Bement, Sheriff Joe Frank Martinez and Assistant Warden of Finance Terry Fernandez, granted ten scholarships valued at \$1,000 each, to Del Rio High School graduating students.

May 31: The following employees of the VVCF wore their Special Olympics Law Enforcement Torch Run shirts to show their continued support for the Texas Special Olympics: *Linda Castillo, Ana Garcia, Joelda Garza, Brenda Marin-Abraham, Chrissy Cortinaz, Mayra Moreno, Matt Smallwood, Anna Cruz, Ysenia Vargas, William Abrahams, Barbara Bozek, Julie Clark, Mary Reyna, Alicia Flores, Maggie Reyna, Travys Green, Valerie Cardenas, Terry Fernandez and Norma Villalpando.*

ACA Recognizes the Eastern Region

Written By
David Donahue, Eastern Regional Office



The Eastern Region received recognition from Mr. James Gondles, Jr., Executive Director of the American Correction Association (ACA), during its annual Leadership Conference in Charlotte on April 17, 2013. Jim Gondles praised the region's Wardens and Assistant Wardens for Finance and Administration on their

hard work in attaining and maintaining ACA accreditation. All Eastern Region facilities are ACA accredited.

In Jim's 20 plus years of ACA service, he has been a fierce defender of professional correctional practices, correctional agencies and correctional employees for both private companies and public agencies. Perhaps Jim's biggest impact on the association is his emphasis on the development of national standards for the profession and the accreditation process. During his tenure, six different sets of performance-based standards have been developed; they include standards for healthcare, juvenile detention, community residential programs and most recently new core jail standards. The core jail standards are a reflection of Jim's desire to involve smaller jail detention facilities in the accreditation process and opening ACA doors to sheriffs and the jail communities.

ACA has initiated the Online Corrections Academy for all disciplines of the industry, emphasizing education, professionalism and striving for improvements. It was striking that ACA accreditation has greatly expanded outside the borders of the United State. Mexico is slated to have fifteen facilities undergo accreditation this year.

GEO's Chairman and CEO, George C. Zoley is committed to the ACA accreditation process requiring all correctional and detention facilities to be ACA accredited regardless of contract requirements; including all eligible reentry centers. GEO is proud of its accomplishment in the ACA accreditation process. Currently, 35 correctional and detention facilities are ACA accredited, while six are in the process this year; additionally nine eligible reentry centers are ACA accredited. On behalf of the Eastern Region, we are honored to accept this presentation from Mr. Gondles and ACA.

Congratulations Graduates!

Written By Mike Smith, New Castle Correctional Facility



New Castle Correctional Facility (NCCF) staff **Karen Yancey**, Academic Instructor and **Jeremy Havens**, Pre-Release Coordinator who are involved in the delivery of reentry services to offenders at the NCCF were recognized for achieving certification through the National Institute of Corrections as Offender Workforce Development Specialists (OWDS). The ceremony was held on June 7, 2013 at the Indiana Department of Correction's (IDOC) Correctional Training Institute in New Castle, Indiana.

The program is designed to provide a comprehensive reentry initiative that helps communities meet the workforce development needs of offenders and ex-offenders. This rigorous training provides corrections staff and community partners with the professional skills needed to help offenders secure and maintain meaningful employment. It also promotes the coordination of services between agencies which is an essential component of Indiana's reentry efforts. OWDS training has opened the door for collaborations between agencies and individual practitioners across Indiana. We are excited to honor our staff and congratulate them for this significant accomplishment.

Field of Dreams

Written By Phil Aragon, Guadalupe County Correctional Facility (GCCF)



Much like the movie *Field of Dreams*, the Iowa farmer, Ray Kinsella's field of dreams, GEO/GCCF was instrumental in rebuilding their own field of dreams found in a dilapidated, outdated baseball complex in Santa Rosa, New Mexico as well as the Little League program. Dozens upon dozens of future all-stars gather at their very own field of dreams to frolic in the joys of baseball unhindered and without a care in the world just like parents, friends, and family seem to do as they go back in time to relive their own childhood baseball days.

Thanks to the efforts of the countless volunteers employed by The GEO Group as well as the Santa Rosa community, the program now has first rate facilities to include a concession stand, new scoring sky box, equipment storage room and a first rate field to

go along with a Nationally sanctioned Little League program as well as strong corporate sponsorship.

In an eerie omen, Guadalupe County, much like the Kinsella family in the movie was experiencing financial hard times. Now because of the Sanctioned Little League program, Guadalupe County will be hosting its first ever Little League District Tournament in July 2013, which is expected to see upwards of 30 teams and their families over a period of seven days ascend on our field of dreams with an economic windfall to the community expected in the neighborhood of one million dollars. Thanks to the efforts of the Guadalupe County Correctional Facility, the community has come together to build and support a program that should produce their own future World Series players for years and years to come on their very own, "Field of Dreams."

Getting it Done in Texas

Written By Patrick Marion, Joe Corley Detention Facility



The Joe Corley Detention Facility (JCDF) is located in beautiful Conroe, Texas and is presently contracted by multiple Federal Clients to perform detention and transportation services. As one of our busiest GTI Facilities, the

GTI Transportation Staff routinely provides secured, high level, transportation for ICE, USMS and BOP detainees, to and from the Federal Courthouse located in Houston Texas, on a daily basis. Additionally, on a weekly basis, GTI Transportation teams will provide secured transportation throughout remote areas in Texas. In fact, as one of our busiest transportation facilities the GTI staff at JCDF provides approximately 200,000 miles of secure transportation services to our Federal clients on a yearly basis.

The hard working, experienced, professional GTI transportation team at JCDF consists of the following personnel: *Diana Bell, LaSandra Brown, Richard Harkins,*

Demetris Kelley, Matthew Kline, Clayton Mangham, Silvana Ochoa, Theresa Parrish, Iwana Rolling, Eric Smith, Wayne Tucker, Andra Williams and Court Officers Michael Bishop and Lisa Banks. This elite GTI transport team "Gets it Done" in Texas!

The JCDF GTI team is led by Transportation Supervisor Pat Marion. Under his keen leadership, JCDF consistently scores high on their audits and perform their transportation duties at an exceptional high level with minimal incidents. Congratulations to the JCDF GTI Team on their phenomenal ability and dedication to "Getting it Done" in Texas!

Dreaming Inside

Written By Haley Robertson, Junee Correctional Centre



A boriginal inmates at Junee Correctional Centre (JCC) in Australia have had a collection of their poems published in a book called *Dreaming Inside*. The publication was launched at the Celebrating the Voice Indigenous Writers Night at Wollongong City Gallery in May. JCC's

cultural advisor Gerome Brodin and activities coordinator Jeff Nimmo attended the event, which was held in collaboration with the South Coast Writers Centre and in partnership with the Sydney Writers Festival. *Dreaming Inside* was presented by Wadi Wadi elder Barbara Nicholson, Simon Luckhurst, John Muk

Muk Burke and Bruce Pascoe. The quartet, who tutored the inmates, read excerpts from the poems and gave their own reflections on the writings. The tutors spent four days at JCC last year during NAIDOC Week, helping 20 inmates express their emotions through poetry. Working in small groups, the inmates initially developed paintings to express themselves and then as the writing workshop progressed they focused on poetry.

Nicholson admits that working with inmates ranging in age from 20 to 50 was challenging. "It can be pretty scary at times, but it's rewarding," she told the *Illawarra Mercury*. "Would I do it again? In a heartbeat." Nicholson said the best thing about running the workshop was seeing the looks on participants' faces when they were told their writings would be published.

Picture (L to R): Jeff Nimmo, Craig Benson, John Muk Muk Burke, Paul Sharrad, Aunty Barbara Nicholson, Gerome Brodin, Bruce Pascoe, Friederike Krishnabhakdi-Vasilakis, Darcy Tranter-Cook, Treva Taylor.

Inmates Giving Back

Written By Haley Robertson, Junee Correctional Centre

Picture (L to R): Activities coordinator Jeff Nimmo and general manager Andy Walker present a cheque for \$650 to Lockhart Anglers Club treasurer Jamey Anderson and president Charlie Pretzel. (Photo supplied by Junee Southern Cross)



I nmates from Junee Correctional Centre in Australia have donated money to Lockhart man Jamie Morley who is suffering from Parkinson's disease. A cheque was presented to the Lockhart Anglers Club as part of \$25,000 raised from a recent motorcycle poker run that will assist with costs for his upcoming surgery. The inmates donated \$650 from a fundraiser held at the centre.

Junee Correctional Centre stages fundraisers monthly. Each month a different product is chosen that inmates don't normally have access to — ranging from cheesecakes, pizzas, pies or even different cheeses — and the inmates

purchase the items with income generated from employment at the centre. In 2012, inmates donated more than \$16,500 to local charities.

Staged by activities coordinator Jeff Nimmo, the fundraisers provide much needed funds for many local organisations and causes. Recently the centre has supported Junee Multipurpose Service, Adventure For Axl and homeless children in the Riverina area.

"The inmates get something they can't normally have and they take pride in raising funds for charity," Mr. Nimmo said. "We keep it local, so we can see that the money is going to a good cause and the impact that it has." Mr. Nimmo said the fundraising effort was purely an initiative of the inmates, with correctional centre management facilitating and supporting the process.

National Medal Presentation

at Fulham Correctional Centre

Written By Regina Regulska, Fulham Correctional Centre

A special ceremony was held at Fulham Correctional Centre (FCC) to recognise that 36 custodial staff had been awarded the National Medal by the Governor General of Australia.

Eligibility for the National Medal has progressively changed since it was established in 1975. In addition to 15 years diligent service by members of the Defence Forces, Australian Police Forces and fire and ambulance services, eligibility has been extended to government organisations such as correctional services and voluntary organisations such as lifesaving or search and rescue groups. The National Medal recognises those who put themselves at risk in the service of the community or in the course of enforcing the law to protect persons or property.

On Wednesday 22 May, 30 custodial staff were presented with their medals by GEO Executive General Manager Operations, Dom Karauria: *Jim Bannister, Kathy Barbour, Greg Battley, Robby Breddels, Col Caskie, Jamie Clohesy, Barry Cross, Esther Dekkers, Brooke Delaney, Ron Henness, Len Hughes, Toni Hulland, Michael Hyland, Frank Lancaster, Trish Lancaster, Brian*



Lane, Allan Marshall, Wayne McLachlan, Phil Munnings, Michelle Murray, Rory Neal, Kerr Newsome, Irene Perkins, Jim Sanders, Colin Taylor, Terry Thornton, Peter Wilksch and Leon Woods. The six medal recipients who were unable to be present at the ceremony were *Sue Bailey, Garry Beecroft, Peter Goodwin, Debra Laurie, Rob Laurie, Ted Webber and Derek Witte.*

Mr. Dom Karauria congratulated each recipient and expressed his appreciation of their continued service and contribution to serve and protect the community.

GEO recognises the importance that FCC places on contributing to ensuring Safer Communities and the contribution these 30 staff members have made over the last 16 years is not only appreciated by their families, but the Gippsland Community as a collective.

More than 100 family members, invited guests and staff attended the ceremony and enjoyed the afternoon at the conclusion of the ceremony.

Picture: National Medal recipients with GEO Executive General Manager, Dom Karauria. Photo Credit to Davyd Reid from *Gippsland Times*

During April 2013, a group of second year architecture students from the University of Nottingham travelled to South Africa to build a nursery school. 'Aga Sikolo' (meaning to build a school) is the name of the project where the students designed and went on to build the school, in the small rural village of Calais, in the province of Limpopo. The school will help transform the education and care of 80 new born to six year old children living in Calais – an area of high unemployment 450 km north of Johannesburg.

Working with Education Africa, a charity improving access to education in South Africa, a group of 36 Nottingham students are the third team to undertake

volunteer work in this country over the past six years. Each student had to raise money in order to supply all of the materials for the project. It was the support and donation made by GEO, as well as other organisations, that helped make the project possible. The centres are designed and constructed by the students using simple inexpensive local building materials, while applying innovative solutions to architectural problems.

More information on the project can be found at: <http://www.youtube.com/watch?v=FbYyGBJM6qY>

More information on the charity, Education Africa can be found at: <http://www.educationafrica.com/>

Project Aga Sikolo

Written By Tina Gambling,
Harmondsworth Immigration Removal Centre



Solved



Efforts to eradicate a bird that won the Australian public opinion title of “most hated pest” have been extremely successful through the use of traps made by prisoners from Fulham Correctional Centre. The Indian Myna,

an introduced bird which breeds faster than native birds, is an aggressive species, competing with native wildlife for habitat and food. Humans are at risk from the birds building nests in roof spaces and cavities, which can present a fire risk and an entry point for bird mites into houses.

The trap building program at the Centre commenced over 18 months ago, after Fulham’s Industry Manager Ian Riley met with Avon Landcare secretary, Harry Hof. Harry had been experimenting with traps specifically designed to capture the birds, and after 12 months he developed a design which was cheap to manufacture, relatively easy to transport and very effective in catching large numbers of Myna birds.

According to Ian Riley, the trap building program has significant benefits to FCC. *“The inmates are able to learn new skills by building the traps as part of their manual skills training and more importantly, they appreciate that their work is making a contribution to the community.”*

The initial expectation was that around 50 to 100 traps might be sold, however in just over 12 months more than 600 traps were manufactured and sold throughout Gippsland and beyond. We would like to take this opportunity to thank Ian and the FCC people for their great work.

Inmates from Fulham have been involved in many Landcare projects since the Centre’s establishment in 1997. The partnership has seen work crews assisting with many revegetation projects, providing assistance in the maintenance of Landcare sites, fence construction and weed control. Inmates have also been involved in the construction of nesting boxes for biodiversity projects. This successful partnership between Landcare and the Fulham Correctional Centre is another example of GEO contributing to a safer local community.

Picture (L to R): Harry Hof, Avon Landcare Group and Ian Riley, Industry Manager with an Indian Myna bird trap produced by prisoners at Fulham Correctional Centre.

Overseas Fellowship For Fulham Employee Julie Bond

Written By Regina Regulska, Fulham Correctional Centre

A recent partnership between The GEO Group Australia Pty Ltd and the International Specialised Skills Institute resulted in Fulham Correctional Centre’s Health Promotion Nurse, **Julie Bond** being awarded an overseas Fellowship to the value of \$12,500. The

International Specialised Skills Institute (ISSI) is an independent, national organisation that has worked for over two decades with Australian governments, industry and education institutions to enable individuals to gain enhanced skills and experience in traditional trades, professions and leading-edge technologies.



Picture (L to R): The GEO Group Australia Director Correctional Services, Dom Karauria; FCC Health Promotion Nurse Julie Bond and FCC Health Services Manager Jan Te Maru.

Submissions for this exciting program were called for and Julie was one of four employees who applied. Whilst all submissions were of high standard and worthwhile projects, Julie’s application most impressed the panel of judges, which included International Specialised Skills Institute founder, Sir James Gobbo AC, CVO.

Julie’s submission was based on the very worthwhile objective of improving chronic disease management in the prison population. The intended benefits of Julie’s Fellowship will be to reduce the burden of disease in both the prison and community populations, providing better health for the prisoners and reducing the cost incurred by complex health care. Julie has also agreed to broaden her research to include chronic health disease management in mentally unwell prisoners and to investigate international best practice in this regard. A secondary aim of Julie’s Fellowship is to explore the availability of education directed at the primary health care nurse in relation to individual health promotion and chronic disease management.

Julie Bond is GEO’s first Fellowship recipient and we wish her every success and look forward to seeing the results and benefits of her research as a result of this wonderful opportunity.

Pastor Isaac Dagada, a senior pastor of the mega-charismatic Church in South Africa, echoed the main objective of Kutama Sinthumule Correctional Centre (KSCC) when he said that once offenders are released from a correctional centre, they should be able to work for themselves to improve their own lives and the lives of community members.

The pastor was one of the speakers during a ceremony during which 30 tables were donated to the Christ Worship House and a further 39 tables were donated to senior traditional leaders in South Africa. Prison Director, Mr. Lazarus Ncongwane indicated that the facility decided to present the tables to the church and traditional leaders as tokens of appreciation for the continued work that they are doing in helping the facility with the process of rehabilitating offenders. In accepting the tables, which were crafted by the offenders at the KSCC, Pastor Isaac Dagada said that the products were a sign of the hard work which the correctional centre was doing to rehabilitate the offenders.

“We will keep the tables in our offices where everyone will see them,” said

Community Members Laud **KSCC's Rehabilitational Work**

Dagada. “They are a sign of rehabilitation and a crime free South Africa. If an offender is released with skills from a correctional centre, I want to believe that he or she won't do crime again.” According to Ncongwane, offenders make tables and other items as part of skills acquisition and learning. At the end of the day, the products are either sold or donated to needy charity projects in the area.

The deputy chairperson of the Constitutional Development Committee, Chief Phokwane Phasha, said the tables gave a loud message to them which they would relate to their communities. He said that communities must realize that life in prison is difficult. He added that when correctional centres do their work and rehabilitate offenders effectively, it gives hope that all South Africans will soon be living in a crime free country.

Top Picture (L to R): Chief Phokwane Phasha receives a table from Mr. Lazarus Ncongwane and Mr. Kenneth Mthombeni. *Bottom Picture:* Mr. Lazarus Nongwane hands over a table to Pastor Isaac Dagada while Vho-Mbulaheni looks on.

Written By **Tshifhiwa Given Mukwevho,**
Kutama Sinthumule Correctional Centre



SACM's 10th Annual Charity Golf Day

The Kutama Sinthumule Correctional Centre's (KSCC) Annual Charity Golf Day was an event that will be remembered and treasured in the minds of all the participants and those involved in the organizing of the event. The fact that the Golf Day marked its 10th presentation was visible in the funds which were raised at the end of the day.

The Golf Day took place on 31 May 2013 at the Soutpansberg Golf Club (SGC). A full field of seventy two players actively participated in the Golf Day. During the evening's prize-giving ceremony, each player received a gift of his/her choice. These gifts were generously donated by local and Gauteng based businesses.

The Prison Director reminded the hosts, participants and guests that some of the players had been participating every



year since the inception of the Charity Golf Day. He noted such kind of support enabled the prison facility to help uplift or better the lives of those less fortunate. During the event, a certificate of appreciation was presented to Mr. Nico Vlok from JFE Security in Cape Town for his participation in the Golf Day events for the past 10 years.

The President of the SGC, Mr Arrie Steyn, received a painting of golf icon Gary Player from KSCC. The portrait

Written By **Tshifhiwa Given Mukwevho,**
Kutama Sinthumule Correctional Centre



was painted by an offender at the facility demonstrating the talent and rehabilitation among offenders.

The Prison Director, Mr. Lazarus Ncongwane said that his wish is that the relationship between the Soutpansberg Golf Club and the facility will continue to grow in the coming years. All the proceeds of the Charity Golf Day will be donated to charity organizations.

Northstar Center Residents Participate In *Annual Clean Up Day*

Written By Shirley Holmberg, Northstar Center



Top Picture: Northstar Residents Brian Martinez, Herman Kudralook contributed to the Annual Clean Up Day effort. **Right Picture:** Residents Brian Martinez, Austin Warnke, George Alurac, Christopher Chandler, George Kudralook, and Bryan Joseph participate in a treat for their most welcome contribution to the Annual Clean Up Day effort.



aluminum cans on Saturday and Sunday in their effort to assist in the Annual Clean Up Day.

Due to the inclement weather – snow falling and unseasonably cold temperatures, the Clean Up Day effort was extended throughout the week. Residents that helped in the effort felt good about the work that they were doing because it was part of a larger important effort in the Community of Fairbanks.

The residents of the Northstar Center recently completed Community Work Service for two annual events in the greater Fairbanks area.

The residents led by CWS Coordinator Shirley Holmberg and by Rotary Club member/Satterberg Law Office employees Caroline Olguin and Bill Satterberg registered runners and swept gravel

from approximately one mile of the race route. Nine hundred and fifty people participated in the Chena River Run.

Another annual event was Clean Up Day. The yearly effort to pick up the trash around Fairbanks that accumulated over the winter. Seven residents and CWS Coordinator Holmberg picked up thirty eight bags of trash and two bags of

Resident Dominick Capobianco said, “Alaska is beautiful, helping to make it beautiful, makes me feel beautiful inside.” The residents at the Northstar Center continue to contribute to the community of Fairbanks through their Community Work Service Program.

BI *Races through the 35th BolderBoulder 10K*

Written By Alisa Jeffery, BI Incorporated



The 35th annual BolderBoulder 10k race was held on Memorial Day, May 27, 2013. 48,741 registered racers participated in the event this year, including more than 20 BI Incorporated

employees and family members as part of the Boulder Business Challenge. One of the largest 10k races in the nation, the course starts in the middle of the city and finishes at the University of Colorado’s

Folsom Field. Racers of all ages and abilities, many wearing crazy or thematic costumes, were cheered along the route by locals, bands and dance troops.

Neighborhood residents along the route participated in the festivities with viewing parties in their yards or sharing refreshments of beer, bacon, or syrup “shots.” Others offered racers a chance to cool off, spraying the masses with water hoses or even taking turns on a slip n’ slide. After completing the course together, the BI team met in the stands to celebrate and to support the rest of the runners as they crossed the finish line.

Award Winners

The "Chairman's Best in Class Awards" program was established in March 2012 to recognize and reward GEO Community Services facilities for demonstrating excellence in operational and financial performance. Abraxas selected nine areas to rate each facility and then ranked the top three performers in each category. After reviewing our facilities' annual performance, we selected Woodridge and South Mountain Youth Center as the top two performing facilities for Abraxas for 2012.

Woodridge finished in first place for three areas (lowest worker's compensation claims, highest score for program help indicator, highest percentage for client treatment plan indicator), second place for lowest turnover rate and third place for lowest citations on annual in-

ternal audit. South Mountain Youth Center finished in first place for lowest citations for client reviews and highest percentage of positive discharges, second place for highest client safety indicator and third place for lowest turnover rate.

Woodridge and South Mountain Youth Center celebrated their accomplishments on April 23, 2013 and May 17, 2013, respectively. Please join us in congratulating them on their 2012 performance and their commitment to operational excellence, customer service and financial performance.



Right Picture: Divisional Director Rob Paetow presents Facility Director Steve Wennmaker with the Chairman's Best in Class Award. **Bottom Picture:** Celebration at South Mountain Youth Center



Community Connections Strengthen Our Mission

Written By Kalen Macon, Neptune CRC

For the past several years, our Community Resource Center (CRC) in Neptune City, NJ has had an excellent reputation for assisting placement cases with obtaining housing, food and clothing. Due to this, the local New Jersey State District Parole Office has sent us every placement and homeless case in Monmouth and Ocean counties. Most recently, a relationship was built between our CRC and the Jersey Shore Dream Center.

The Jersey Shore Dream Center, championed by Pastor Isaac Friedel, has not only provided our clients with food and clothing, but they hand deliver it to our CRC as well as their homes. In addition to this, the Jersey Shore Dream Center offers several volunteer positions for our clients, and to show their gratitude, many of them are eager to help.

We now have a strong partnership with the Jersey Shore Dream Center, which is able to service the needs of clients that we are unable to meet. On June 14, Pastor Isaac invited BI Staff to their one-year anniversary dinner. In attendance were Case Manager Kalen Macon, Assistant Case Manager Brian McGillivray and Client Service Specialist Carlos Alicea. Additionally, Program Manager Randy Schwartz was asked to give a speech at this dinner in regards to our strong relationship. The mayor of Asbury Park, Ed Johnson, was also there to show his gratitude for all of the hard work done by this organization.

As a result of this community connection, placement cases end up being our most loyal clients. With this relationship, the Jersey Shore Dream Center and our CRC continue to instill hope and optimism in our clients. We have also seen a dramatic increase in good attendance and participation in BI Programming.





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