

GEO[®]World

3RD QUARTER 2015

A GEO Publication for Employees and their Families.



Congratulations GEO EMPLOYEES *of* THE YEAR





Chairman's Letter

George C. Zoley

Chairman, CEO and Founder

"During the second quarter of 2015, our company achieved several operational milestones with the activation of three company-owned facilities totaling 4,320 beds located in Oklahoma, Michigan, and California. The successful activation of these company-owned facilities underscores our company's ability to provide tailored real estate, management, and programmatic solutions to our diversified customer base."

To the GEO Family,

During the second quarter of 2015, our company achieved several operational milestones with the activation of three company-owned facilities totaling 4,320 beds located in Oklahoma, Michigan, and California over a 30-day period.

First in early June, we began the intake of federal offenders at our company-owned, 1,940-bed Great Plains Correctional Facility in Hinton, Oklahoma. The Great Plains Correctional Facility was reactivated under a new ten-year contract with the Federal Bureau of Prisons and will play an important role in helping meet the ongoing need for federal correctional bed space.

In late June, we also began the intake of inmates from the State of Vermont at our company-owned, 1,740-bed North Lake Correctional Facility in Baldwin, Michigan under a five-year agreement with the Vermont Department of Corrections for the out-of-state housing of up to 675 inmates. Under the contract, GEO will provide comprehensive correctional management services, including the provision of industry-leading, evidence-based

offender rehabilitation programs under the 'GEO Continuum of Care.' We have also entered into a five-year agreement with the Washington Department of Corrections for the out-of-state housing of up to 1,000 inmates at the North Lake Correctional Facility.

Finally on July 1, 2015, we activated a company-owned, 640-bed expansion at the Adelanto Detention Facility in Adelanto, California under the existing contractual structure with the City of Adelanto and U.S. Immigration and Customs Enforcement. This important expansion will increase the facility's capacity to 1,940 beds and will help meet the need for federal detention bed space in Southern California.

The successful activation and the start of the intake process at these three company-owned facilities in Oklahoma, Michigan, and California are indicative of the continued need for cost-effective correctional and detention beds across the United States. Furthermore, these facility activations underscore

our company's ability to provide tailored real estate, management, and programmatic solutions to our diversified customer base.

As we build on these important milestones, we remain committed to be the world's leading provider of offender rehabilitation and community reentry programs. We are continuing to expand our 'GEO Continuum of Care' platform through programs that will integrate in-prison rehabilitation with post-release services for inmates completing evidence-based programming in GEO facilities.

Our position as our industry's largest provider of diversified correctional, detention, reentry, and offender rehabilitation services will allow us to pursue additional growth opportunities across the entire corrections spectrum and will continue drive growth for our company and enhance value for our shareholders.

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Co-Editor
Sydney M. March

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Pablo E. Paez
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EOE AA
M/F/Vet/Disability

The GEO Group, Inc.
 One Park Place
 621 NW 53rd Street, Suite 700
 Boca Raton, Florida 33487
 561.893.0101



Central Region
Warden Of The Year

Rose Thompson

■ Karnes County Residential Center



In 1990, Rose Thompson began her career in corrections. Before joining The GEO Group in 1997, she was employed by the Texas Department of Criminal Justice. With GEO, she has served in numerous positions including Recidivist Specialist, Chief of Classification, Compliance Manager, Chief of Intake/Transportation, Chief of Security, Assistant Warden, and most recently in 2012, promoted to Facility Administrator at Karnes County Residential Center.

Being dedicated to her staff, Rose has devoted countless hours to ensure her team is well trained and able to perform the many unconventional duties in a Residential Center. She has an open door policy and promotes a family style atmosphere.

■ "Rose has devoted countless hours to ensure her team is well trained and able to perform the many unconventional duties in a Residential Center."

Rose does not take any credit for the numerous accomplishments the facility has achieved but instead credits her staff. She is quoted as

saying, "My staff is the best in the company and has risen to any and all challenges given to them."

Warden Thompson's correctional experience and knowledge coupled with her can do attitude and hands on leadership style, were invaluable when the Karnes County Civil Detention Center converted to a Residential Center in two weeks.

Rose Thompson is married and has two children and two grandchildren. She says her family has supported her throughout her career and life. They have always been there by her side. Her family is her inspiration for reaching for the stars.





As a first-time Warden, Raymond (RC) Smith had a phenomenal year in 2014, and operated the Desert View Modified Community Correctional Facility (Desert View) like a seasoned administrator. His history outlines his achievements and growth, but it is what he accomplished at Desert View during 2014 that warrants the honor of The GEO Group's Warden of the Year award.

■ "RC does not shy away from challenges or hard work, but rather views challenges as his next opportunity."

Not only did RC work hard during the 28-day timeline required to reactivate Desert View, a facility that had sat idle for two years, he accomplished the mission in 26 days, including hiring 110 new staff members. He immediately gained the trust, respect and confidence of the customer and fostered a strong partnership with the onsite monitors. From the first day of operation in late 2013 through the present, the customer has promoted Desert View as its flagship facility, a title not easily earned. In

addition to facility donations to local businesses, charities and fundraisers, RC has integrated himself into the community through steady involvement, serving as a role model, mentor and volunteer.

A few of the operational successes achieved under RC's leadership include, leading the region in controlling overtime (less than \$20K for an entire year), receiving superior outcomes on customer audits, hosting Continuum of Care reentry partnership training, excellent control of vacancies due to sound management and creative resources, and control of Workers' Compensation through a Safety Incentive Awareness Program.

RC is an asset not only for rising to the standards established by our CEO, but because of his 34 years of experience in corrections, and dedication to achieving his extraordinary vision. As stated by the customer, "Desert View is at the forefront, everyone else is in their rearview mirror!" RC has been exceeding expectations ever since, and we cannot wait to see what he will achieve next.

Western Region
Warden Of The Year

Raymond Smith

Desert View MCCF ■





Eastern Region Warden Of The Year

Keith Butts

■ *New Castle Correctional Facility*



In 1979, Keith Butts began his career with the Indiana DOC at the Rockville Training Center as a Correctional Officer. Since then, Warden Butts has been assigned to a variety of institutions, rising through the ranks. In 2012, Keith Butts was appointed Warden of the New Castle Correctional Facility (NCCF) in New Castle, Indiana. Warden Butts is credited with being the driving force behind many significant operational changes since his arrival at NCCF. Some highlights from 2014 include a 46% reduction in use of force, 39% reduction in staff assaults, 80% reduction in reportable staff accidents, 77% reduction in worker's compensation claims, 11.4% improvement in staff turnover rate since 2013, increased out of cell time for offenders living on the Mental Health ranges, 100% compliance in the facility's American Correctional Association (ACA) reaccreditation audits, and 100% compliance in the facility's initial workplace violence audit.

Warden Butts prides himself in placing staff members in positions to learn, participate in specialized training, and take advantage of promotional opportunities. He becomes involved

throughout new staff training, classroom visits and gives the graduation commencement speech. Warden Butts' commitment goes beyond the facility, as community involvement and participation in professional organizations, is one of his top priorities. Warden Butts is also a Certified Correctional Executive through ACA.

The most notable programs that Warden Butts has been recognized for include, a Veteran's Unit, the Striving Towards a New Direction program, NCCF's first designated Intake Unit, the Canine Companion program, and introducing a 15 hours of out of cell time weekly, for each offender in the Mental Health Units.

■ **"His dedication to the facility goes beyond "safety and security" and is directly driven towards reducing recidivism rates."**

Keith and his wife Joni are the proud parents of three children and have three wonderful grandchildren. As one can see, it was not difficult for NCCF staff and community members to rally together and nominate Keith Butts for The GEO Group Warden of the Year.





In 2008, Brandy started working for The GEO Group at the Lawton Correctional Facility (LCF) as a Food Service Clerk. Brandy strived to learn all aspects of corrections. She sought a position to become a Disciplinary Hearing Investigator.

■ **"She is a great asset to LCF due to the knowledge she provides to staff and the offenders."**

Since 2012, Brandy has been a case manager where she is currently assigned to the behavioral assignment unit. The behavioral assignment unit houses the security threat group offender population. Brandy handles the population professionally, firmly, and fairly. She is the President of the Employee Enhancement Committee (EEC), a volunteer group to support employees in need.

Brandy willingly takes on collateral duties to ensure the success of the facility. During the absence of a Unit Manager, Brandy took on the job head on.

She is a great asset to LCF due to the knowledge she provides to staff and

the offenders. Because of her efforts, Brandy received the Employee of the Month Award in both 2008 and 2014.

During here time away from work, she spends time with her husband, Austin, son, Harrison, daughters, Haley and Hannah and numerous friends. She also enjoys cooking, wine tasting, and traveling.

When asked what it meant to be chosen for this award, Brandy stated, "I am truly humbled to receive such recognition. My accomplishments would not be possible without the continued support from my supervisors, my peers, my family, and my faith in God."



Central Region Employee Of The Year

Brandy Benton

Lawton Correctional Facility ■





**Eastern Region
Employee Of The Year**

**Tina
Clark**

■ *Riverbend Correctional Facility*



Tina Clark joined The GEO Group in January 2012 as a Director of Nursing at Riverbend Correctional Facility (RCF). When RCF had an opening for a Director of Nursing, Tina immediately jumped at the challenge.

As a reflection of her leadership, RCF has received 100% accreditation scores from the American Correctional Association (ACA) and the Medical Association of Georgia (MAG) with no recommendations noted. MAG went a step further, and awarded RCF with the Floyd Bliven Award. Not only is RCF the only private prison to receive this award, but only 9 have been given out since its inception in 1997. Tina believes in giving the best health care to all offenders in the facility. She takes the time to meet with offenders weekly to discuss any concerns. She believes presence is power, and it builds trust between offenders and the Medical Team.

Tina is honest at all times, and is committed to ensuring the success of RCF. Tina not only supervises her staff, but works besides them.

She is a native of Crawford County, Georgia where she attended Crawford

County schools starting at age five. She enjoyed various extracurricular activities such as playing the clarinet, cheerleading, gymnastics and girl scouts. During girl scouts, Tina prided herself on earning badges, several of them related to health care. She has received two Associate Degrees in Medical Assisting, which included CPR, and Nursing. Before taking her board exams, she applied for her first correctional position which was at Baldwin State Prison. There she worked closely with the doctors to treat chronically ill offenders. During this time, Tina continued her Education in nursing for her Bachelor's Degree. Tina also stays involved in several community volunteer activities including, The Red Cross, Habitat for Humanity, and Have a Heart Save a Life.

■ **"Tina believes in giving the best health care to all offenders in the facility."**

Tina has been a single parent to two beautiful girls. Her oldest daughter, Kaylin, is a senior at Mercer University. Her youngest, Felicity, is in 5th grade and is committed to dance classes. Tina also has a few hobbies including baking, shopping, and crafting.





Western Region Employee Of The Year

Sunni Rabago

Central Arizona Correctional Facility ■

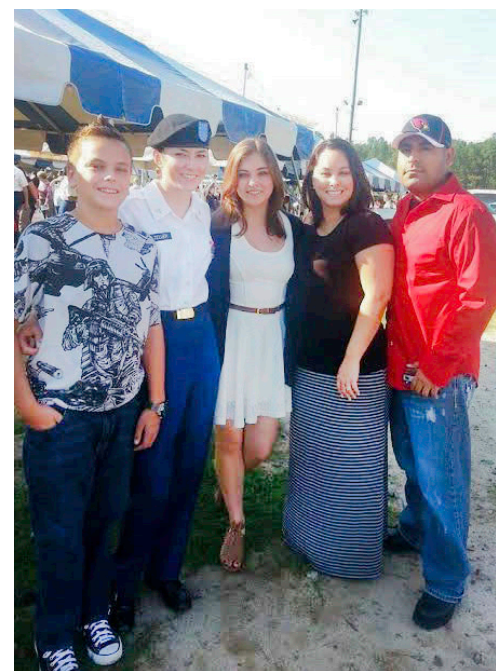
Central Arizona Correctional Facility (CACF) Correctional Program Officer (CPO) Sunni Rabago was nominated for Employee of the Year because she takes initiative and consistently goes above and beyond in completing duties, as well as extra assignments. She exhibits a professional and personable demeanor with staff, inmates and outside agencies on a daily basis. During the food visits, Sunni displays an eagerness to assist visitation staff. Her approach allows inmates' families to feel comfortable knowing that although their food will be searched for contraband, it is a requirement that must be done to ensure the safety and security of staff, inmates and the facility.

■ **"Her communication has been instrumental in strengthening the charitable campaign working relationship with the Arizona DOC."**

CPO Rabago is known to go out of her way to mentor staff by assisting with preparation, giving advice and referring them to available resources for further study. She has also worked as team leader during quarterly searches.

Regardless of what is going on in her personal life, she is dependable. This past year, CPO Rabago was proactive in coordinating with Arizona DOC and Law Enforcement Torch Run representatives to involve CACF with the Law Enforcement Torch Run - Special Olympics Arizona events. Her communication has been instrumental in strengthening the charitable campaign working relationship with the Arizona DOC.

By seeking opportunities for CACF to expand its participation with Relay for Life and Special Olympics, CPO Rabago motivated coworkers to become involved in community events and continue to build upon the legacy of The GEO Group being a partner and leader in every community we serve.





Central Region Officer Of The Year

Jimmy Lujan

■ *Val Verde Correctional Facility*



Jimmy Lujan has been a Correctional Officer for the past 25 years. Before Officer Lujan began his career in corrections, he served in the United States Army for 6 years. In 1980, he proceeded to graduate from Howard College Campus with an Associate's Degree in Law Enforcement. He became a Licensed Jailer in 1987. He found out that by being a Corrections Officer, he could fulfill his dream of becoming a Probation Officer. Officer Lujan said his goal of becoming a Probation Officer was rooted in helping others and making a difference.

Officer Lujan has spent 15 years at The GEO Group's Val Verde Correctional Facility (VVCF). He became part of the family from opening day. Throughout the years, Officer Lujan has shown a great level of responsibility and patience.

His job as a Correctional Officer requires a great amount of flexibility as officers are given different assignments on a daily basis. Officer Lujan takes any assigned task with great pride and always with a smile. He shows exceptional flexibility and consistently does an excellent

job. Officer Lujan leads by example as he is always firm and fair when communicating with inmates. He is always willing to share his experiences with new officers and assists with their training. Officer Lujan said, "Even though I have worked in corrections for the past 25 years, there is always something new to learn and you always have to be open to learn from others." He gives us daily examples of patience and dedication to the job. As an active member of the Work Place Violence Committee, he discusses ways to promote safety and contributes to making a difference at our facility.

■ **"Officer Jimmy Lujan takes any assigned task with great pride and always with a smile."**

When Officer Lujan is not at work, you can find him spending time with his family or fishing at Lake Amistad. Officer Lujan is a member of the Sacred Heart Church and also gives back to the community by participating in the church's festivals, as he believes they promote a healthy environment and family unity.





Officer Dangerfield began his career with LaSalle Detention Facility, located in Jena, LA, in 2008, as a Transportation Officer with the GTI division, holding this position for 3 years.

In 2011, he transferred to the Security department, holding a position as a utility rover and working inside the detainee dorms. He held this position until 2013, when he was promoted to Court Officer.

■ "Officer John Dangerfield demonstrates a professional and positive work ethic."

He enjoys his Court Officer position and does a terrific job meeting important schedules and daily time frames of the Judges, while interacting with them and the detainees during consulate calls. While meeting the daily needs of the facility, due to his experience in other areas, he is often pulled to assist with shift or transportation needs. He does this with persistence and pure dedication. He demonstrates a professional and positive work ethic. He is well liked by staff and always has a smile on his face.

Officer Dangerfield is a native Louisianan, born and raised in the Jena area, even completing high school at Jena High School. He enjoys spending time with his family, working around the house, fishing and softball. Officer Dangerfield works with two of his family members including his niece, Tracy Bowen, GTI Transportation Office, and his son Jaquandis Hatcher, Assistant Shift Supervisor. He says he considers himself a hard worker, and appreciates that Warden Cole, the executive team, and the staff at the facility has honored him by recognizing his dedication to the facility and being named Officer of the Year.



Eastern Region
Officer Of The Year

**John
Dangerfield**

LaSalle Detention Facility ■





**Western Region
Officer Of The Year**

Randal Gurule

■ *Guadalupe County Correctional Facility*

It is often said, "Necessity is the mother of invention." This is the exact case of Sergeant of Correctional Officers, Randal Gurule's journey to where he is today.

Randy, as he is known to his friends, was born on January 13, 1960, as a military brat to Pauline and Joe Gurule in Albuquerque, New Mexico. Throughout his childhood years, he lived in various locations throughout the country wherever his father, a Naval man, was stationed. During this period of constant moving, Randy developed a coping mechanism, through his love for the creative side of life, which led him to become a professional musician, as well as a licensed cosmetologist/barber.

■ **"Randy has taken on numerous roles in Security and has made a positive impact with the staff and inmate population."**

During his musical years, Randy began his musical career in the cruise ship industry. After a brief stint he settled down, where he not only did professional session work, but eventually became a touring musician.

Randy is the father of three children, as well as six grandchildren, and felt the lifestyle was not conducive to a family environment hence, "Necessity for the reinvention."

In 2004, Randy was hired with Corrections Corporation of America where he worked three years as a non-certified Officer prior to joining The GEO Group in 2009.

During his tenure at Guadalupe County Correctional Facility (GCCF), Randy has taken on numerous roles in Security and has made a positive impact with the staff and inmate population. Randy's wife, Ms. Roberta Chavez, works for GCCF as a phone monitor for the Intelligence Unit, as well as his granddaughter and her fiancée, who have both recently become certified Officers at GCCF.

When Randy isn't busy with everyday duties including participating with the facility Emergency Response Team, he enjoys a nice barbeque with friends and family where he could usually be found teaching the young children how to play one of his numerous instruments.





Congratulations to GTI Transportation Officer Bobby Dunning on his selection as GTI Officer of the Year. Officer Dunning is a certified Correctional Instructor, an In-Service Academy Instructor, as well as a certified GTI Driver and Trainer at Rivers Correctional Institution (RCI), located in Winton, North Carolina. Dunning along with the GTI team serve their customer with pride and a commitment to excellence. Dunning began his career at RCI as a Correctional Officer in 2005. Dunning is married with two children and stays active in his community where he volunteers at church, job fairs, and various organizations that promote child and teen awareness.

■ "Dunning preforms his duties in an exceptional manner."

In the absence of the Transport Supervisor, he effectively maintains the daily operations of GTI. He assists with the daily security operation and demonstrates an exceptional degree of professionalism when dealing with staff and inmates. Dunning receives high praise and positive comments from the Federal Bureau of Prisons (BOP) facilities, U.S. Marshals Service, and regional

jail facilities that he interacts with during the course of his transportation duties. He graduated from GTI's first Driver Trainer class, trains and certifies GTI Drivers on DOT regulations, and administers road tests which certify drivers as required by U.S. Department of Transportation. Dunning and the GTI Rivers team maneuver a Motor Coach (MCI) bus in tight alleys and busy highways to get into the Washington D.C. U.S. Marshals Service detention facility, which is located 400 hundred miles from RCI. In addition, The GTI team provides transportation missions for medical appointments, courthouse hearings, and supports the U.S. Marshals and BOP air operations (JPATS) at the Raleigh Durham Airport. RCI annually averages nearly 100,000 miles traveled, and transports over 1,800 inmates.

Dunning and the RCI's GTI team play a crucial role in maintaining GTI's outstanding safety record, while upholding the GTI commitment to our customers, and the public which is, "to provide the safe and secure transportation of detainees and inmates with quality service second to none."



GTI Transportation Officer Of The Year

Bobby Dunning

Rivers Correctional Institution ■





UK
Employee Of The Year
Christina Kane

■ *Dungavel House Immigration Removal Centre*

Christina Kane has been employed at Dungavel House Immigration Removal Centre as a Shop Assistant for the last 5 years. The job title, Shop Assistant, does not do justice to the contribution Christina makes to the centre, the staff, and detainees within it.

■ **"Her positive can-do attitude enhances the reputation of Dungavel with our customers and detainees alike."**

Following the retirement of her colleague in the shop, Christina has taken on the responsibility for managing the centre shop. The shop caters for detainees within the most culturally diverse secure establishment in Scotland. Christina constantly reviews and updates the shop's offerings to ensure all of the fifty different nationalities are catered for and that shop stock reflects the needs of the cultures within the centre. Centre Manager John McClure said, "Staff like Christina and her motivation to go the extra mile have led to Her Majesty's Inspectorate of Prisons declaring that Dungavel House is the best centre they have ever inspected."

Christina has developed a service to purchase toys and gifts for detainees' families on their return, a service which assists with making a positive impact upon detainees' feelings about release and how they will reunite with their families.

She has also created a work opportunity for detainees to assist in the shop, creating a opportunity for detainees to gain experience in a retail environment, and for all the detainees to feel they are an integral part of the centre. To improve the service provided, Christina has created an internet cafe in the service area and provides cappuccinos, lattes, espressos, and other hot drinks to her customers from the newly purchased coffee machine. She assists with detainees contacting family and friends back home via email, and monitors detainees using the service.

Joanne Henney GEO UK Chief Operating Officer said, "Christina is an asset to the Centre and The GEO Group UK Ltd, and her positive and friendly can-do attitude enhances the reputation of Dungavel with our customers and detainees alike."





A Trade Instructor at Arthur Gorrie Correctional Centre, Jacobus Havenga was recently named The GEO Group Australia's Employee of the Year. Jacobus has been teaching inmates new skills to support their rehabilitation and reduce recidivism for more than two decades and has done so on two continents.

Known as 'Cobus' at Arthur Gorrie, he has worked at the Centre for eight years after immigrating from South Africa. He held a similar position in the South African prison system for 14 years. The role of Trade Instructor is varied and includes running the centre's metal workshop, an extensive horticultural program, a market garden supplying fresh vegetables to the Centre's kitchen and breeding freshwater crayfish and 'feeder fish' for pet shops. The trades program is accessed by 48 inmates.

■ **"He is well respected by inmates because of his ability to provide hands-on training."**

In 2014, Arthur Gorrie propagated some 80,000 native plants which represented an increase of more than 30%

from the previous year. The plants are provided to the Ipswich City Council and community-based environmental group Save Our Waterways Now (SOWN). "I enjoy the job as a whole," Jacobus said. "It is the challenge of trying to change people. I have an opportunity to teach them a few skills and they get into the work, really enjoy it and want to learn."

Arthur Gorrie Finance and Administration Manager, Sidd Mehta said Jacobus is highly respected within Arthur Gorrie by inmates and staff. "Jacobus displays good leadership skills," he said. "He is well respected by inmates because of his ability to provide hands-on training and is known for fostering a positive environment that results in higher productivity."

A self confessed "mad fisherman", Jacobus spends his spare time rock and surf fishing and camping. He said it meant a great deal to him to be named Employee of the Year. The judges of the 2014 GEO Employee of the Year award announced joint winners from four finalists with Jacobus sharing the title with Trevor Mason from Fulham Correctional Centre.



**Australia
Employee Of The Year**

**Jacobus
Havenga**

Arthur Gorrie Correctional Centre ■





**Australia
Employee Of The Year**

Trevor Mason

■ *Fulham Correctional Centre*



Information Technology (IT) Specialist at Fulham Correctional Centre, Trevor Mason, says winning the Employee of the Year Award for The GEO Group Australia has put him out of his comfort zone. "My view is that I'm just doing my job and trying to do it as best I can," he said.

Trevor spends his working week making sure the IT systems throughout the centre are running effectively. He has been at Fulham for more than six years, and during that time has been acknowledged on many occasions as one of the most valuable non-custodial employees at the centre. While he provides some desktop and application support to computer users, his primary role is to maintain and support the network computers and infrastructure at the site and manage future expansion and development. During the past 12 months, Trevor has been responsible for the roll-out of over 100 new computers and accompanying applications as part of a massive upgrade of the IT infrastructure.

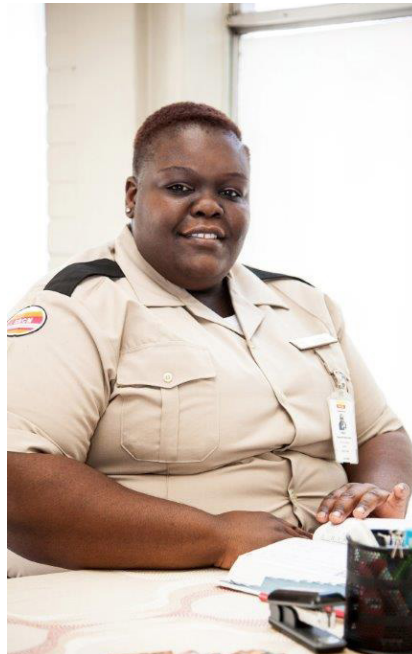
He has also introduced an online help desk to track jobs and a 'solutions

page' to help users troubleshoot by themselves. Trevor has been responsible for the implementation of the innovative 'Gateway' inmates movement and management system at Fulham which has been the most significant change to the Centre's IT systems.

■ **"The commitment to company initiatives displayed by Trevor goes well beyond the commendable performance of his duties."**

"I do love working here — the challenges and new learnings are what makes the job so enjoyable." The GEO Group Australia's General Manager, Operations and New Technologies, Richard Laws noted, "The commitment and contribution to company initiatives displayed by Trevor goes well beyond the commendable performance of his duties."

The GEO Group Australia couldn't split two of the four finalists for the Employee of the Year award so joint winners were announced. Trevor shares the title with Jacobus Havenga. The two other finalists from nearly 1,400 employees were Learning Resources Coordinator Rodney Garrett (June) and Correctional Supervisor Francis Apikotoa (Parklea).



Tinyiko Kubayi was raised by her father, after her mother passed away when she was only seven years old. Growing up in one of South Africa's largest townships was not easy for Tinyiko.

She learned to be independent at an early age. She completed her matric in 2001, but could not further her studies because her father was retrenched, and to continue studying became a major challenge. Another tragedy struck her family when her younger sister passed away.

She started working for SACM as a Receptionist in 2006. After two years of employment and by sacrificing her lunch breaks, she was trained on how to compile the electronic roster. Tinyiko was later given an opportunity to be trained on how to compile the HR daily report, a complex and vital report at Kutama Sinthumule Correctional Centre.

In 2013, she was promoted from Receptionist to the Visit Clerk. The promotion was a great achievement for her as this gave her the opportunity to display her capabilities and people skills. It was through hard work and dedication that she accomplished so

much in such a short period. She is a dedicated and committed employee with the hope that one day she will get an opportunity to work for one of The GEO Group's corrections and detention facilities overseas. She is a team player, innovative and always willing to learn from others.

Her future plans include studying for a law degree and starting a catering company that will employ ex-offenders. Her personal aspirations are to have her own family and financial freedom.

■ **"Tinyiko is a team player, innovative and always willing to learn from others."**

Tinyiko is multi-lingual and can interact with people from different cultural backgrounds. Her wish is to be involved in charity work, especially cancer awareness. Her sense of humor makes her a pleasure to work with. Her role model is her father, who managed to take care of their family after her mother passed away. Her interests include music, cooking, baking, reading and traveling. Her belief is that she will continue to make a difference in life.

**South Africa
Employee Of The Year**

Tinyiko Kubayi

Kutama Sinthumule Correctional Centre ■

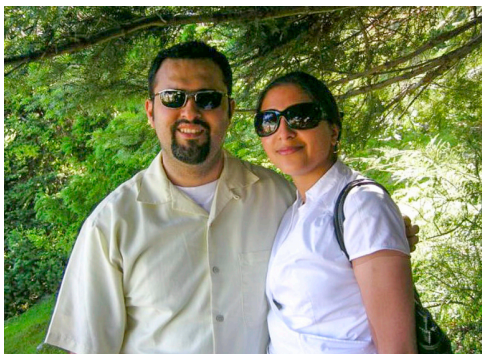




BI
Employee Of The Year

Ulises Maldonado

■ ISAP - Seattle Office



Ulises Maldonado joined BI with nearly ten years of experience working in community corrections. This experience was certainly beneficial because Ulises joined the ISAP team during a hectic time for the program. During the summer of 2014, ISAP offices throughout the country were hit with unprecedented intakes from the Rio Grande Valley, which created an opportunity for employee travel to support our highest volume offices. Ulises was willing to travel as a Case Specialist and he eventually accepted the Administrative Assistant position in Seattle under the new ISAP III contract.

■ "Ulises Maldonado positive attitude and commitment to BI were truly exceptional during his months as a traveling Case Specialist."

Ulises traveled extensively from August through October 2014 in the ISAP offices that were understaffed. During those months, Ulises worked in ISAP offices in San Francisco, Baltimore, Washington DC, and Boston. Working an average of sixty hours a week while on the road, Ulises never complained about the hours or

the time away from home. The managers and staff from each office raved about how nice, helpful, and hard-working Ulises was during that time.

Ulises' positive attitude and commitment to BI were truly exceptional during his months as a traveling Case Specialist. In speaking with Ulises, he said that he agreed to take on the traveling role because he could really be of help to the company. This was demonstrated by how proactively he worked to contribute as much as possible to each office he assisted. His dedication to BI has been acknowledged by many employees and is certainly worthy of this recognition.

Ulises has also contributed significantly to the Seattle ISAP office in his new role as an Administrative Assistant. This position didn't previously exist in the office, so Ulises worked with the Program Manager to develop this position. Ulises helped create several new office procedures to increase efficiency and improve service quality. He continues to represent the company well, through professional interaction with ERO and other community members as the front of the Seattle Office.



In 2014, Kate McMullen, Case Manager in Luzerne County, PA, set herself apart with her commitment to client behavior change, community involvement, and new program development. Kate worked hand in hand with Luzerne County's Department of Correctional Services in bringing the Luzerne DRC a GED program for clients to achieve basic education and improve their ability to gain lasting and rewarding employment. Kate oversees GED preparatory education and pre-testing, as well as proctoring the exam itself for our clients. Kate's work has been recognized by our partners in Luzerne and identified as an example of the success collaboration can accomplish.

Kate's work as a Case Manager has been vital to fostering exceptional teamwork and a spirit of interdependence. As a result, the Luzerne DRC has continued to achieve positive results from external program review and internal quality assurance. Kate's leadership is evident in her commitment to her duties in assessment, counseling, motivational interviewing, group facilitation, and personal development.

Kate is active in driving Luzerne's Community Connections activities. She regularly works closely with multiple local service providers who assist our clients in their individualized areas of need.

In 2014, GEO Reentry Services opened seven new sites across Pennsylvania. Kate worked extensively to assist facility preparation and served in a mentoring capacity for new staff, ensuring their ability to deliver GEO's Evidence Based Practice model. Kate continues to assist staff in delivering high quality case management services.

■ "Kate's work as a Case Manager has been vital to fostering exceptional teamwork and a spirit of interdependence."

Kate began her career with GEO Reentry Services as a Client Services Specialist when the center in Luzerne County was opened in July 2010. Due to Kate's continued great work, she was promoted to Case Manager in January 2012. Kate currently lives in Luzerne County with her husband Colby. She is an accomplished equestrian and a Zumba enthusiast.



Reentry Services Employee Of The Year

Kate McMullen

Luzerne County DRC ■





Youth Services
Employee Of The Year

Amy Close

■ Abraxas Ohio

Amy is the Quality and Compliance Specialist for Abraxas Ohio, but she does much more than that. Employees frequently visit Amy to gain clarity on policies, seek guidance on training, field questions about licensing, or to address questions from a customer, but sometimes they stop by for chocolate to get them through their day.

■ "Amy's commitment to the success of the facility is unmatched."

Amy has continued to advance her career by obtaining her Master's Degree in Social Work. She is a Licensed Social Worker, a Licensed Chemical Dependency Counselor III, and is obtaining her Licensed Independent Social Worker license. Amy is a Senior Community Lecturer at The Ohio State University where she teaches classes several nights a week and serves as the field placement supervisor for Masters in Social Work practicum students.

Amy began her career in 1994 as a part-time Rehabilitation Specialist while pursuing her Bachelor's Degree in Criminology and Sociology. She has held her current position of Quality and Compliance Specialist since 2003, and her role has expanded as Ohio opened three Community-based centers over the past several years. In 2014, Amy was named PREA Compliance Manager for Ohio, the first Youth Services program to become PREA certified. Facility Director Erich Dumbeck stated, "Amy was more than instrumental in Ohio becoming PREA certified. In the same year, Amy was a key player in renewing our Joint Commission certification, recertification of our Mental Health License, and successfully completing several audits."

She is a member of the Behavioral Healthcare and Residential Treatment Advisory Committee with the Ohio Association of Child Caring Agencies. In 2008, she was selected as one of ten representatives in Ohio to provide recommendations to the Governor for changes to the rules for Residential Centers, Group Homes and Residential Parenting Facilities.

Her personal motto is "There is no success without an attitude of sacrifice" taken from a favorite book, Attitude 101 by John C. Maxwell. Amy's passion for her work and her role in developing and mentoring staff make her an invaluable contributor to both Ohio and the Youth Services division.



GEO Donates to Elementary ACE Students Celebration

Written By **Brittany Morales**
Karnes Correctional Center

On May 13, 2015, the Karnes Correctional Center along with the Karnes Residential Center donated hot dogs, chips, drinks and sweets to the Roger East Sides Elementary ACE students for their end of the year celebration.

After School Centers on Education, also known as ACE, in conjunction with schools and families strive to recognize every student's unique potential, for schools to embrace the child, for parents to be an influential part of a positive connection between home and school, and students to believe they are an integral part of their own education and future. We are proud to be a part of their celebration.



Pictured: ACE Students thank GEO. **From Left to Right:** Compliance Administrator Laura Guerrero, ACE Coordinator Michelle Kinney, Executive Secretary Brittany Morales, ACE Staff Amy Enriquez, and ACE Staff Rose Marie Martinez.



CEO George C. Zoley Visits Fulham

Written By **Jeffrena McLean, Fulham Correctional Centre**

On May 7, 2015, Fulham Correctional Centre General Manager Trevor Craig hosted a short visit for The GEO Group Chairman, CEO and Founder George C. Zoley. Accompanying Dr. Zoley on this visit was a delegation from the U.S. including, Wayne Calabrese, John Hurley, Tom Wierdsma, Shawn Henry, John Thurston, Kyle Schiller and The GEO Group Australia Managing Director Pieter Bezuidenhout.

The visit commenced with a brief overview of the Centre's operations by General Manager Trevor Craig and his senior management team.

Dr. Zoley and his delegation were then led to the plaza for a tour of the facilities.

Among the group of staff and inmates who had gathered in the plaza, were a group of indigenous inmates, clad in traditional attire and colorful body paint, who proceeded to welcome the special guests with a ceremonial dance and traditional smoking ceremony, known as "Welcome to country."

On completion of the ceremony, Dr. Zoley met inmate and aboriginal artist Trent O'Brien, who presented him with a painting that he

had completed especially for the visit. Mr. O'Brien stated when he had been told the Chairman, CEO and Founder of The GEO Group, George C. Zoley would be visiting Fulham, he wanted to present him with a painting on behalf of all aboriginal men from Fulham Correctional Centre.

The painting acknowledges their indigenous heritage and culture, and tells the story of his journey of discovery about his heritage and the heritage of all aboriginal men from the different tribes and nations across Australia.



2014 Platinum Fit-Friendly Award

Written By **Susan Napolitano & Dania McKinson, Corporate HR**

We are proud to announce for the 3rd consecutive year, The GEO Group has been named a Platinum Fit-Friendly Worksite by The American Heart Association. Only a select few employers are able to achieve this status, and are required to meet strict criteria to be deemed eligible for this honor, including showing an ongoing dedication to wellness initiatives, and demonstrating how those initiatives have improved the health of their employees.

You can view our Platinum Fit-Friendly Worksite recognition on the American Heart Association website (www.heart.org). We believe that one of the best things we can do for our employees is to help them live longer, healthier lives. Therefore, we continually try to create programs that are specifically geared towards that objective. For example, we host "Step It Up With Steve" competitions to encourage employees to walk more. Also, our "GEO's Biggest Loser Competition" continues to be a highly-popular challenge, and has proven to be a great way to motivate our employees to lose weight.

We commend all those who have successfully enhanced their own health and fitness, and to numerous groups who contribute to our wellness efforts. It is everyone's involvement that makes it possible for GEO to be recognized for this award.

Polar Plunge, Freezing for a Reason

Written By **Bradley W. Stelter, Aurora Detention Center**

On February 7, 2015, people gathered at the Aurora Reservoir for the 6th Annual Special Olympics Polar Plunge fund raising event. The GEO Aurora team had claimed the status of Highest Fund raising Team with contributions totaling \$6,520, and thus earned its place at the head of the line, ready to jump into the freezing waters of the reservoir, measured at 36 degrees Fahrenheit.

The Aurora Fire Department had to remove a section of ice from the top of the frozen lake to allow the participants access to the frigid waters beneath. With Fire rescue personnel in special dry suits

to protect them from the biting cold waters, the Polar Plunge began with the first half of the GEO Aurora team racing into the freezing water to reach the edge of the ice at the deep end of the hole, then once they returned to dry land, the second half of the team went running in the water.

The team, led by Warden Johnny Choate, Chief of Security Jamie Davis, and Assistant Warden, Finance and Administration Barbara Krumpelmann whose drive and determination behind the scenes kept everyone going, preformed fabulously. The GEO Aurora team is

already looking forward to participating in the Polar Plunge again next year!

This year, the Annual Special Olympics Polar Plunge at the Aurora Reservoir raised over \$91,000 for the Special Olympics, and has raised more than one million dollars since the program started in 2009.

The employees and their families who participated and supported this fund raising event represent the best of what The GEO Group stands for: honor, courage, character, integrity, commitment, and a responsibility to the community that we serve.

Pictured Left to Right: Back Row: Andrew Krumpelmann, AWFA Barbara Krumpelmann, Joshua Dittmar, Samantha Schumacher, Justin B. Hill, Scott Blatnik, Mike Howarth, Warden Johnny Choate, and Mark Krumpelmann. **Front Row:** Hunter Dittmar, Sergio Gallegos, Major Jamie Davis, the Special Olympics Bear, Link Choate, and Tim Clarke



Adelanto Donates to Local Communities

Written By Liz Lopez, Adelanto Detention Facility

During the last couple of months, Adelanto Detention Facility (ADF) has been helping the High Desert community by making numerous local donations. In March, ADF presented the Adelanto School District with a \$3,500 check to sponsor a basketball league tournament. A total of \$5,500 was donated, thanks to Desert View MCCF's donation of \$2,000.

In April, ADF donated \$3,000 to the Adelanto Rotary Club to help replace electrical wiring which had been stolen from a local park, leaving the park with no electricity. A total of \$5,000 was donated, thanks to another \$2,000 donation from Desert View MCCF. In addition, ADF sponsored a team to participate in the "Adelanto Flag Football Frenzy" tournament to help rebuild the park.

In May, ADF presented four checks to be utilized for scholarship funds. Facility Administrator, James Janecka, presented the Adelanto Chamber of Commerce with a \$4,000 check, while Assistant Warden of Finance and Administration, Greg Hillers, presented the Academy for Academic Excellence in Apple Valley and the Riverside Preparatory School in Oro Grande a check for \$3,000 each. A check for \$10,000 was also presented to the Adelanto High School. Greg Hillers states, "We intend to continue to support the local community in ways that benefit, in particular, the children of the High Desert community."



WRDF Attends Crime Stoppers Luncheon

Written By Nicole Allen, Western Region Detention Facility

Ten staff members from Western Region Detention Facility (WRDF) took part in the annual Crime Stoppers Luncheon, held at the Hilton Hotel in Mission Valley. San Diego County Crime Stoppers is a nonprofit, charitable organization dedicated to helping San Diego County Law Enforcement solve crime.

Each year at the luncheon, Crime Stoppers spotlights certain individuals, agencies or citizens for their exemplary work in the field of law enforcement or heroic acts they may have performed. At this year's event, Captain Mark E. Cedrun of the United States Navy was the guest speaker. Captain Cedrun is infamous for being a participant in the rescue of Captain Richard Phillips who was held hostage by Somali pirates in 2009. WRDF is proud to be a supporter of such an outstanding organization within San Diego County.

GEO Group Foundation Supports Communities In Schools Of Palm Beach

On May 8, 2015, The GEO Group Foundation donated \$5,000 to Communities In Schools of Palm Beach. The GEO Group Foundation has supported Communities In Schools for the past three years. This donation will help Communities In Schools fund prevention programs that keep students in school and on the path to graduation, college or careers that keep them on the right track. The mission of Communities In Schools is to surround students with a community of support, empowering them to stay in school and achieve in life.

Pictured Right to Left: Abraham Cohen, Manager, Corporate Relations, The GEO Group Foundation; Meyer Haberman, CISPBC Board Vice Chair; Margaret Bagley, CISPBC Executive Director; and Pablo E. Paez, Executive Director of The GEO Group Foundation



MEET THE AUTHORS

GEO Employees around the globe are dedicated to writing inspiring and informative GEO World articles every quarter. Let's go behind the scenes and get to know these hard working GEO World writers.



SIDD MEHTA

Finance & Administration Mgr
Arthur Gorrie CC
Writing Articles: 9.5 years
Working with GEO: 9.5 years

I joined The GEO Group Australia as an accountant in 2005 from a Management Accounting and Auditing background. It has been an amazing journey and a great learning experience. My days start at 3:30 am with a row on the Brisbane river. Having represented the country at various international rowing events, I continue to do so at masters level. I see GEO World as a platform to tell great stories about the work that various staff do in the centre to change people's life.



AMY J. GILLUS

Community Relations Liaison
Rivers Correctional Institution
Writing Articles: 7 years
Working with GEO: 14.5 years

The passion Ms. Amy Gillus has for Rivers Correctional Institution (RCI) is infectious. The strong bonds she formed with local civic leaders has been instrumental in establishing the vested relationship RCI has with the community. A devoted daughter, mother, community leader, and employee, Ms. Gillus exemplifies the professional GEO image.



SHERYL AUGSTUMS

Administrative Assistant
Central Arizona CF
Writing Articles: 8 years
Working with GEO: 9 years

My first article appeared in the 3rd Quarter 2007, and I am proud to say I've been published in just about every issue since. I am a Nebraska Husker at heart, but have been living in the beautiful Arizona desert for approximately 25 years. One of the most interesting parts of my job is writing articles for the GEO World showcasing the different activities around the facility and the community, and recognizing those who make it all possible.



PETER PROVENCHER

Operations Compliance Mgr
GTI Eastern Region
Writing Articles: 3 years
Working with GEO: 6 years

I have twenty six years of combined correctional experience including my career with the Florida DOC and The GEO Group. I enjoy sharing our GTI success and commitment to The GEO Group's Company Vision while promoting success throughout the company. When I am not working, my wife and I enjoy visiting our grandchildren in Florida. We try attending several NASCAR races a year. I enjoy playing golf, fishing, and just about any outdoor activity.



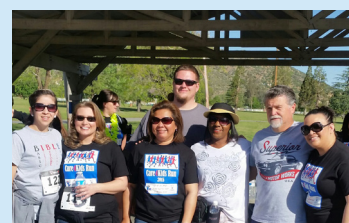
LIZ LOPEZ

Records Supervisor
Adelanto Detention Facility
Writing Articles: 1 year
Working with GEO: 3 years

Liz Lopez has been employed at GEO for three years and has written eight articles since she started writing for GEO World about a year ago. She enjoys writing articles because she likes to showcase what the Adelanto Detention Facility does for its employees and the community. Besides writing articles for GEO World, Liz enjoys bowling and spending time with her family.

Desert View MCCF Supports The Local Community

Written By Renee' Vazquez,
Desert View MCCF



Desert View MCCF (DVMCCF) believes in helping the local community in any way they can. DVMCCF donated \$2,000 to the Adelanto Elementary Schools to help start a sports league, and \$2,000 as a co-sponsor for the Adelanto Rotary Club Flag Football Tournament fundraiser to repair lights in a local park. DVMCCF continues to donate throughout the year to the Victor Valley Rescue Mission (VVRM).

On April 1, DVMCCF employees volunteered at VVRM Easter Egg-stravaganza event at a local park. Jeremy George, Volunteer Coordinator stated, "We are so grateful for your partnership with us. I extend my most heartfelt thanks to the team of volunteers that came to assist us."

On April 18, DVMCCF sponsored several employees to participate with CASA of San Bernardino and Youth Action Project for the Care 4 Kids Run/Walk. The event was held at Glen Helen Regional Park, and was followed by a community fair. There are many events DVMCCF will attend this year, but our employees consider this event close to the heart.



Lawrenceville's Food Service Receives Top Sanitation Award

Written By **David Burke**,
Lawrenceville Correctional Center

On March 17, 2015, The Virginia Department of Corrections awarded Lawrenceville Correctional Center's Food Service Department with the Highest Sanitation Award for 2014, as well as a ServSafe Award for certifying over one hundred offenders in 2014, to cut down on recidivism in the State of Virginia as a part of the Re-entry program.

Pictured Left to Right: Mr. David Burke, Ms. Lerberta Davis, Ms. Gloria Gary, Ms. Mary Powell, Ms. Thelma Peebles and Ms. Ella Mason.

Not Pictured: Ms. Jannell Brown, Ms. Edwina Tennessee, Ms. Emma Adams and Ms. Etta Drumgold.



Bright Futures in Golden State

Written By **Eric Smith**, Golden State MCF

McFarland High School, yes, the same high school from the movie, *McFarland, USA*, awarded GEO scholarships to 10 recipients. These young men and young women were grateful for the investment in their future. They demonstrate the determination and dedication to be successful students and in life. In a brief visit to the school to meet the students and congratulate them for their academic achievements, a wide variety of interests and areas of study were shared with GEO staff.

Diego Valenzuela: UC Irvine, Literary Journalism, Jorge Felix: CSU Fresno, Petroleum Engineering, Zeferino Medina: UC Irvine, Aerospace Engineering, Arturo Navarette: SCU Monterey Bay, Business, Marisol Cano: CSU Monterey Bay, Biology, Michael Bowman: Cal Poly, Mechanical Engineering, Jose Flores: UC Santa Cruz, Human Biology, Jazmine Medrano: CSU Bakersfield, Communications, Cristina Barajas: UC Davis, Computer Science/Mathematics, and Belen Jandres: UCLA, Business/Economics.

D. Ray James Correctional Facility Staff Supports CASA

Written By **Mike Castagnola**, D. Ray James Correctional Facility



Court Appointed Special Advocates (CASA) for Children is a network of community-based programs that recruit, train, and support citizen-volunteers to advocate for the best interests of abused and neglected children in courtrooms and communities. On March 28, 2015, more than twenty Health Services staff at D. Ray James Correctional Facility (DRJCF) participated in a 5K run in support of CASA. As a result, over \$2,000 were raised. Locally, this program serves many of the children in Camden County. Robyn Cross, HSA at DRJCF has been a sitting board member for the Camden County chapter for the last three years.

Eileen Roth GEO Employee by Day, Painter By Night

Written By **Sydney March, Corporate**

Eileen Roth, an Executive Assistant at Corporate Headquarters has been with The GEO Group for the past 19 years. For the last three of those years she has been attending a painting class every Saturday morning, creating beautiful pieces of art.

She first started attending the class with her husband when she had agroupon for it. As seen in all of her pieces, what she really loves about painting is all the bright colors she uses. What inspires her? She says, "I see something and have to paint it," as what happened when she saw a butterfly and decided to preserve the delicate form in paint. The most difficult part is mixing the colors to match the reference photo just right, the brown shades especially. Eileen has inspired others to take up painting as well and continues to have fun with every piece she creates.



Correctional Worker's Week

Written By **Shihpei Stevenson,
Northwest Detention Center**

At the Northwest Detention Center, we spare no expense when it comes to celebrating National Correctional Officers Week. Throughout the week, a different meal, ranging from Costco's ¼ lb. hot dogs to Subway's giant party subs, was served each day throughout all shifts. A BBQ cook off and a baking contest provided some friendly competition. Thank you, Northwest Detention Center staff, for the excellent job that you do!

First GED Graduation at Central Valley MCCF

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

Four inmates turned the tassels on their mortarboards, marking them as graduates in the first-ever graduation ceremony for students at Central Valley Modified Community Correctional Facility (MCCF). The graduates, all students from the General Education Development (GED) program, have completed their high school equivalency exam for the state of California.

Warden Mark Bowen spoke to the new graduates about their achievement in passing all four exams of the new version of the GED degree. Since January 2014, this new exam requires mastery of the common core curriculum, which is now being instituted in most schools in the United States. Warden Bowen emphasized that these graduating men passed a test that many college students could not pass. David Davenport, GED instructor, gave a speech based on a quotation from George Washington, "Perseverance and spirit have done wonders in all ages." The GED instructor noted that the four graduates had persevered over various obstacles to gain proficiency in all four subject areas of the GED, and shown a determined spirit in doing so.





The Origin of "GEO"

Reprint from 1st Quarter 2009 GEO World Written By **Stephen Fuller, Corporate HR**

Have you ever wondered where our name "GEO" came from? Did it come from the word geography, or from our one-time tag line Global Expertise in Outsourcing, or perhaps the first three letters of our Founder's first name?

Well, I sat down with George Zoley and Wayne Calabrese to separate fact from folklore and learn the origin of the word GEO. According to them, the discussion of the company's name and logo began about six years ago, and believe it or not, in a cab in London, England.

Early in 2003 while riding in the cab, Dr. Zoley and Mr. Calabrese were talking about potential names and how the name needed to symbolize Dr. Zoley's vision for our company. He envisioned a company that was not only global geographically, but also global in the diversified nature of its services.

Geo is the Greek prefix, from the Greek word ge, meaning "earth," "world" or "globe," and is reflective

of the company's mission "to be the leader in the delivery of diversified services to government agencies worldwide." The GEO logo, with the globe placed in the middle of the letter O, is a visual cue to stress our global reach.

On July 9, 2003, not long after that fateful cab ride, GEO became a totally independent company after the purchase of 21 million shares of Wackenhut Corrections Corporation (WCC) common stock held by a Danish security company that had acquired the parent company, The Wackenhut Corporation, a year prior.

After the shareholders approved the name change in November 2003, the GEO name became legally official and there was a weeklong celebration. In a letter to our employees around the globe, Dr. Zoley announced this celebration by saying "2003 has been a benchmark year in WCC's history that was marked by a series of events resulting in

the metamorphosis from a corporate/subsidiary almost 20 years ago into a truly independent company today."

So next time you see the GEO logo – on a memo, an entrance sign, a uniform patch or a metal badge – picture George Zoley and Wayne Calabrese riding in a London cab discussing the evolution of a company we now call GEO.

Remember too, it's not by circumstance that our position as a global leader has always been one of the main characteristics that distinguish us from our competitors.



Reprint from 1st Quarter 2009 GEO World



Carol Fennelly Awarded Rivers Volunteer of the Year

Written By **Stargel Jernigan & Amy Gillus, Rivers Correctional Institution**

On April 16, 2015, Rivers Correctional Institution (RCI) held their Annual Volunteer Banquet at Chowan University, in Murfreesboro, NC. The banquet consisted of a buffet style dinner and was hosted by Chaplain Roosevelt Askew. Approximately twenty-five volunteers and Community Relations Board members attended. Each volunteer was personally recognized and given a certificate of appreciation.

The Volunteer of the Year for 2014, Carol Fennelly, Executive Director and Founder of Hope House was specially recognized with a trophy and certificate. Carol Fennelly was honored as a Champion of Change for her dedication to the well-being of children of incarcerated parents at the White House in June of 2013.

Since opening the doors in 2001, Rivers Correctional Institution has proudly provided quality programs to their inmate population through a relationship with Hope House, DC. Rivers has implemented the Father to Child Reading Program, the Father to Child Teleconferences, and preparations for the first Father to Child Summer Camp. In addition to these wonderful programs, Carol Fennelly has also come to Rivers to conduct a poetry workshop. Inmate participants submitted original works which were compiled into a publication entitled, The Voices of Hope. Ms. Fennelly also visits RCI each February to present a Black History Month Film Festival.

NAAWS Warden of the Year Hector Rios

Written By **Morgan Bishop, Lawton Correctional Facility**



For the first time in The GEO Group's history, the North American Association of Wardens and Superintendents (NAAWS) named one of our own, Warden Hector Rios, as Warden of the Year.

Hector Rios is a bilingual correctional professional with thirty-three years of experience in corrections. From 2005-2012, he served as a Senior Executive Service (SES) Warden at three of the most challenging high-security federal penitentiaries in the United States, USP Florence, USP Big Sandy, and USP Atwater. In these facilities, he designed, developed and expanded inmate program opportunities and created facility cultures which supported high levels of inmate participation. These actions significantly enhanced the safety and security of each correctional facility.

When Rios arrived at LCF in 2012, he implemented many changes to manage a challenging population. In March 2013, Mr. Rios shut down the dining halls and began satellite feeding in the housing units. During this transition, he also implemented a Behavioral Assignment Unit (BAU). He has worked hard to boost staff morale as well as turn the offender's attitude positive. With his knowledge and expertise, he makes it seem easy, but anyone who works in this environment knows it is anything but.

Rios has served at seventeen facilities, five as the Facility Warden. During his career, he received numerous awards in recognition of his leadership and effectiveness.

When Mr. Rios is not busy running a 2,500+ medium security population, he enjoys running and spending time with his family. He travels to Colorado to visit his three children and his grandson. He also travels to El Paso to visit his parents and siblings as well as stopping by the family restaurant, The Lunch Box Mexican Restaurant. He has attended many 5K's and half marathons in the community. Mr. Rios is also a board member with the local YMCA.

Not only has Mr. Rios accomplished many goals in his career, he has set a high standard for correctional professionals. His practices have taken him where he is today.



Aleph Institute Honors William Zerillo With the Warden of the Year

The Aleph Institute, recently honored Warden William Zerillo of The GEO Group's Queens Detention Facility as the National Warden of the Year Award. This is the first time The Aleph Institute granted The National Warden of the Year Award to a warden in the private sector. The award is only given when a Warden has demonstrated an exceptional commitment to The Aleph Institute's mission — to ensure that inmates stay connected to their families, communities, and Jewish heritage.

In receiving the award, Warden Zerillo said, "This recognition from The Aleph Institute is a true honor. Supporting the dignity and rights of individuals is paramount in my position, and consistent with The GEO Group's core values and dedication to offering high-level rehabilitation services to inmates and best preparing them for reintegration into society."



The GEO Foundation Supports Education

Written By **Garry Ross, Robert A. Deyton Detention Facility**

Prior to the opening of the Robert A. Deyton Detention Facility in 2007, The GEO Group made a commitment to the Clayton County Board of Commissioners to support education through an annual \$10,000 scholarship. The scholarship goes to deserving high school seniors accepted into an accredited College or University. Each of the five Commissioners receives \$2,000 to provide financial assistance to college bound students in their districts. On May 1, 2015, Warden Ralph Cherry presented the check to Clayton County Commissioner Chairman Jeffery Turner, who commended The GEO Group for its continued support of education.

ARCHBISHOP JOSEPH W. TOBIN VISITS NEW CASTLE

Written By **Chaplain Kathy E. Williams,**
New Castle Correctional Facility



Since its opening in 2002, the New Castle Correctional Facility (NCCF) has hosted weekly Catholic Mass facilitated by a collaborative team of volunteers from St. Anne Parish in New Castle, IN and St. Rose of Lima Parish in Knightstown, IN. On April 21, 2015, Warden Keith Butts and NCCF were honored with a visit by the Most Reverend Archbishop Joseph W. Tobin, C.Ss.R. His escort into the Chapel by the Fourth Degree Honor Guard of the Order of Knights of Columbus opened the Celebration of the Sacraments.

At the Chapel door, he shook hands with the Chaplain and thanked her for the opportunity to come into the facility. Archbishop Tobin celebrated the sacraments of Baptism, Confirmation, and Holy Communion. He and Rev. Father Joseph Rautenberg were concelebrants for Mass with Deacon Russell Woodard assisting. Hosting an Archbishop is an exceptional privilege for any Catholic congregation.

Of the 212 men who signed up to attend services, approximately twenty percent are Hispanic. The Archbishop's years of cultural agility were evident as he offered a bi-lingual service with moments of prayer and sharing the Gospel in fluent Spanish. In his comments, the Archbishop shared that coming to the facility was one of the most meaningful experiences of his ministry. He presented a message of faith and renewal, and using the church as a support community.

At the conclusion of service, Archbishop Tobin graciously spent extensive time shaking hands and speaking with each inmate. For a few hours on a spring evening, the oldest of thirteen children from the city of Detroit brought a fresh breeze into a prison Chapel and enlightened all who attended. Thank you, Archbishop!

FUND RAISING IS OUR PASSION

Written By **Sheryl Augstums,**
Central Arizona Correctional Facility



Central Arizona Correctional Facility (CACF) enjoys giving back to their community and being involved in all different types of fundraisers throughout the year. Fund raising for the 2015 American Cancer Society Relay for Life started in the fall of 2014 with a pancake bar, chili cook off, bake sales, and the long anticipated pie in the face event. In May, CACF staff members and family spent the night at the Relay for Life event. There, CACF was honored to be the recipient of the first place certificate for team fund raising. Two team members, Tom Selby and Jesse Burns, received individual fund raising awards as well.

CACF inmates held their own Relay for Life on April 24, raising \$1,363 for the American Cancer Society. Lt. Susan Ashworth and her team worked tirelessly to make it a success. In March, CACF staff was invited to participate in the Arizona Fallen Officers Run benefiting the Special Olympics. CACF represented GEO in the Arizona DOC Mud Run by some very dirty, but happy staff members. CACF staff also participated in two "Clean out your Closet Drives" and the donations went to Home of Hope and Against Abuse.

Wherever there is a community fund raising event, you can depend on the staff of CACF to be there. Not only are these events a fun break from the work day, they are a productive way to make a difference in our community.

2015 Health & Wellness Fairs

Written By **Cynthia Johnson & Dania McKinson,** Corporate HR

For the past 7 years, we have made it our mission to provide GEO employees with valuable wellness resources, not only to improve their health and fitness, but also to maintain that lifestyle. A part of that mission involves hosting yearly Health and Wellness Fairs at the majority of our facilities in an effort to educate employees about their current health status, and how to improve it. This year, there were a total of 60 Health Fairs scheduled, with the first one kicking off on March 10th at GEO's Corporate headquarters in Boca Raton, FL, and the remaining fairs running through May 22nd.

Health Fair participants were able to get free biometric screening tests, which provided them with confidential information regarding their BMI, blood pressure, cholesterol levels, and blood glucose levels. Health Fair participants received a free chair massage, healthy snacks, giveaways, and the opportunity to win raffle prizes. To show their commitment to our mission, a number of facilities went above and beyond in their efforts to give their employees extra incentives to attend. South Bay Correctional Facility, for example, had a "salad bar extravaganza", Phoenix West had a potluck lunch with healthy food items, Riverbend Correctional had a Zumba instructor on site and Blackwater River Correctional even had their local health department and hospital attend.

Employees who attended a Health Fair and completed their biometric screening automatically earned 250 points toward the 1,000 incentive point requirement. In addition, the Fair was the opportune time for employees to get the health data needed to complete their Personal Health Assessment (PHA), another requirement of employees enrolled in a GEO Medical Plan (*not required if enrolled in a Preventive or Preventive Plus plan, or hired April 2 - July 1, 2015*). GEO has proudly hosted more Fairs this year than any other year to date, and will continue to use this valued resource as a pathway to express the importance of knowing your numbers. By doing so, we hope to engage our employees to take the necessary steps to be more proactive about their health.



10,400 Employees Honored

Written By Gina Larsen & Tom Arntz, Corporate HR

The months of March, April, and May brought exciting employee appreciation celebrations to GEO facilities all over the country, with GEO honoring over 10,400 of our employees.

In March, GEO celebrated National Social Workers Month by honoring over 700 social workers for making a difference in the lives of those entrusted to our care. In April, GEO recognized the outstanding efforts of over 730 mental health providers at GEO.

May was an exciting month with celebrations of National Correctional Officers Week, Armed Forces Week, and Nurses Week. GEO recognized nearly 9,000 employees during these appreciation weeks. GEO is proud to continue in the tradition by honoring over 7,300 of its correctional workers, 1,500 military members, and over 400 Nurses who provide quality care. To honor and thank our employees during the appreciation celebrations, personalized letters with small gifts were distributed to recognized employees, as well as posters and memos were on display in the facilities.



Graceville Faith and Character Based Dorm Awarded FDOC Certification

Written By James Whitehead, Graceville Correctional Facility

As the Faith-Based program at Graceville Correctional Facility's (GRCF) has grown numerically, Senior Chaplain David Hendricks began working toward a new milestone. He wanted Graceville Correctional Facility to be the first private facility in the state of Florida to be certified by the Florida Department of Corrections (FDOC). With the support of Warden Mark Henry and AWP Jim Whitehead, Chaplain Hendricks began implementing FDOC required Faith-Based courses and procedures.

On October 6, 2014, the new program began in full swing. On March 18, 2015, FDOC Chaplaincy Services Administrator, Alex Taylor, and FDOC Correctional Chaplaincy Services Specialist, Doug Gingerich, accompanied by GRCF's AWP Jim Whitehead and Richard Glau, spent 5 hours with Chaplain Hendricks reviewing the facility's Faith-Based program. Mr. Glau later wrote in an email regarding FDOC's visit, "Both Mr. Taylor and Mr. Gingerich were very impressed with not only the overall cosmetics and cleanliness of the institution,

but with the operations as well. Chaplain Hendricks has done an outstanding job in administering all aspects of the faith based program, and it showed during the walk through. Graceville Correctional Facility received its state approval and has been endorsed by the FDOC.

As we move forward, the Faith-Based arm of Continuum of Care at GRCF is committed to giving our offenders the essential tools they need to make constructive choices and reduce their likelihood of recidivism.

Pictured Left to Right: Assistant Warden of Programs Jim Whitehead, Senior Chaplain David Hendricks, Divisional Vice President, Continuum of Care John Thurston, and Warden Mark Henry.

Headquarters Employee of the Quarter

Written By Louise Williams, Corporate HR

Each quarter, employees at the Corporate Office are given the opportunity to nominate a colleague who has shown exemplary performance throughout the quarter. Given that employees work closely together, they are truly able to see first-hand a co-worker's dedication, work ethic, and desire to help others. The winner receives their recognition during the monthly celebration held to acknowledge employee birthdays and anniversaries. Each Employee of the Quarter receives \$100, a special designated parking space for three months, and a place on the selection committee for the next Employee of the Quarter.



Employee of the 1st Quarter 2014: Esther Patton, Graphic Designer. **Employee of the 2nd Quarter 2014:** Daniel Guzman, Support Services Specialist. **Employee of the 3rd Quarter 2014:** Andres Baltodano, Special Projects Manager. **Employee of the 4th Quarter 2014:** Millie Vargas, Senior Benefits Specialist. **Employee of the 1st Quarter 2015:** Brett C. Frantz, Financial Analyst, and Brian Evans, SVP and CFO.



Kutama Donates Shoes to Local School

In need of children shoes, the school governing body (SGB) for Tshikwarani Primary School in Madombidzha village contacted Kutama Sinthumule Correctional Centre (KSCC) and asked if they would kindly give a donation.

"It came to our attention that some people did not have proper shoes and others even came to school barefoot," said the SGB's representative, Mr. Peter Liswoga. "We approached the South African Custodial Management, who operates KSCC, for help. Today, we are very happy to hand all these pairs of shoes to our children." Liswoga, the SGB's representative who had submitted the request to SACM, said that he understood very well the pain and frustration people had to deal with when they had no shoes.

In response to the SGB's request, the Centre Director, Mr. Lazarus Ncongwane, delivered about 40 pairs of brand new shoes to the school for distribution to indigent people. "It is a joy to help where we know that it is seriously needed," Ncongwane said. After handing over the shoes, he remarked, "As part of our social responsibility program, we wanted them to have a joyful experience when going to school. They showed great appreciation for our gesture of love and care."

The school's principal, Ms. Mukondeleli Kudzingana, expressed her gratitude to the SGB and SACM. "We are really humbled by this gesture of support. We want to thank SACM for the understanding and support when the SGB approached them for help."

Pre-Service Graduation Ceremony

Written By **Simone James,**
Parklea Correctional Centre



The recent pre-service course graduation ceremony for Correctional Officers at Parklea Correctional Centre had great attendance.

The trainees' families and friends as well as guests from Corrective Services NSW, GEO Australia and our community partners were all there. The event also provided the opportunity for current staff to be recognised for achievements including, five-year service milestones, completion of Certificates III and IV in Correctional Practice, and the General Manager's commendations.

Farm at Junee Goes Solar

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



In keeping with the centre's Environmental Policy, a solar project was developed to enable the farm to run on solar power. A total of 20 solar panels have been installed on the roof of one of the farm sheds. The panels contain photovoltaic cells that convert sunlight into electricity.

The panels are expected to generate an average of 25kw of power a day. Currently, the farm uses approximately 35kw of power on a weekday. The solar panels will generate approximately 75% of the farm's weekday power usage, saving around \$2000 per year in electricity costs. They will also provide an estimated reduction of 6133kg of carbon.

ANZAC Day Ceremony

Written By **Simone James,**
Parklea Correctional Centre



The ANZAC Day remembrance ceremony at Parklea Correctional Centre attracted tremendous interest and more than 120 staff and their families attended the service. ANZAC Day marks the anniversary of the first major military action fought by Australian and New Zealand forces during the First World War.

It was Parklea's second ANZAC Day commemoration and held at the Centre's remembrance memorial, which was designed and constructed by staff and assisted by inmates from the maintenance teams. The ceremony was moving and provided everyone with the opportunity to pay tribute to our fallen soldiers.

Nurses Celebrate WWI Centenary



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

Nurses at Junee Correctional Centre celebrated International Nurses Day a little differently this year. Drawing on national commemorations marking 100 years since Australia's involvement in World War I. Since 1974, the celebrations have occurred on May 12th, the anniversary of the birth of Florence Nightingale who is considered the founder of modern nursing.

An afternoon tea was held and the nurses dressed in historical outfits to acknowledge the nurses and midwives who served in the war in 1915. The afternoon also provided an opportunity to reflect on the hard work and commitment of the staff within Junee's medical department and the crucial role they play at the centre.

Parklea Participates in PCYC's "Time4Kids"

Written By **Simone James,** Parklea Correctional Centre



Time4Kids is a wonderful opportunity for the community to work with police and support their local Police Citizens Youth Club (PCYC). Each April Time4Kids events are held across Australia. A wide variety of participants, community members and leaders, senior corporate leaders, business owners, celebrities and sporting heroes come together to support PCYC and "do time to stop youth crime."

As part of the fun, volunteers are locked up in mock cells under the supervision of a police officer and must raise bail through donations to be set free. This year six senior managers from Parklea Correctional Centre were detained and each was required to raise a minimum of \$500 bail. Parklea's offender services and programs staff organised and cooked a sausage sizzle on the day and their efforts contributed towards an outstanding total of \$3,500. The proceeds from the fundraising event will assist valuable youth development and crime prevention programs at one of more than 130 PCYCs across Australia.

Restored Classic Holden Gifted to Youth Clubs

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

Inmates at Junee Correctional Centre in Australia have completed an amazing restoration of a classic 1973 Holden HQ Monaro GTS sedan, and in the process raised significant funds for local youth clubs. Over three and a half years, five inmates worked on the project including a qualified spray-painter who was responsible for the excellent paint finish, an auto electrician and three self-taught motoring enthusiasts.

The car was in need of a full restoration. Former Junee Correctional Centre industries manager, Todd Gleeson and two inmates commenced the project by fully stripping the car. Following painting, the car was systematically re-assembled with a new gearbox and a reconditioned differential fitted. The majority of parts were purchased through Rare Spares with some components obtained on the second-hand market. All chrome surfaces were re-chromed and a new interior fit-out was completed.

"The exceptionally high standard of restoration is an absolute credit to all of the inmates who worked on this vehicle," said Todd.

The GEO Group Australia gifted the car to Police Citizens Youth Clubs (PCYC) NSW and the organisation auctioned it in late May, achieving a sale price of A\$34,100. The proceeds will be distributed to the PCYC Blacktown and PCYC Wagga Wagga clubs, which are located near GEO facilities. "Everyone involved in the restoration of this vehicle, inmates and staff, have gained a great deal of satisfaction from the knowledge that their combined efforts are supporting a worthy organisation that is focused on the reduction of crime by and against young people."

"Congrats to the five young gentleman who were responsible for this beautiful beast. A big thank you to those who had faith in these men to allow them this opportunity to do something so incredible."





Inaugural Class Graduates from GEO Lycoming County RSC

Lycoming County Reentry Service Center saw its first group complete programming and honored its participants with a graduation ceremony for the 23 graduates who successfully completed the three phases of programming offered at the reentry center, including cognitive therapy and professional skills training. Mike Boughton, Program Manager, opened the ceremony by considering the journey the graduates went through, including daily check-ins, breathalyzer tests and random urine tests while completing the program phases.

He added that the ceremony marked a transition point in their lives after graduation to move forward and live better. County Judge Nancy Butts spoke of the benefits of the reentry program, designed for non-violent offenders who need structure and treatment.

The programs enhance the offenders' supervision requirements and heighten their accountability, Butts said, assisting in rehabilitation and hopefully keeping the graduates from coming back into the criminal justice system.

Graduates of the program were given a chance to address the crowd of supporters during the ceremony. Terry Styers entered the program voluntarily, actually writing letters in an attempt to be admitted. "It was able to wipe away something that I always believed ... like jail's just part of my life and part of my family," Styers said of the program. He said going through reentry services made him commit to changing his life, and that he believes it's important to invest in people. "I want to be a strong force in my community," he said. "I no longer want to be part of the problem."

People Helping Horses, Helping People

Written By Kevin Shiflett,
Salt Lake City ISAP Office

The Salt Lake City ISAP office has been housed in the Commerce Building since it opened in 2009. Throughout that time, the office has been cleaned by an individual named Rosa Reyes. The staff learned of her 6 year old son, who she struggles to provide therapy, not just any therapy, but horse therapy. It is the only therapy that has been proven to help him, but which isn't covered by medical insurance. After the conversation, Case Specialist Kevin Shiflett decided to start a "GoFundMe" for Rosa with the goal of raising money that would pay for one month of horse therapy.

On March 12, 2015, staff of the Salt Lake City ISAP office presented Rosa with a "thank you" card for her years of dedicated service and in addition, a check to put towards her son's ongoing medical needs. Rosa emotionally expressed her gratitude and stated that in all of her working years, "This was her best day!"



San Francisco City Clean Team

Written By
Patrick Hyde & DeJuan Lewis,
Taylor Street Center



The Taylor Street Center Crew was back at it on March 14, 2015 for the San Francisco City Clean Team event that took place on streets near Sunset Avenue.

The residents and staff have been active participants in all of the clean-up events this year. This month was one to remember with more than 20 people from our facility involved.

They planted beautiful trees throughout the park area, which gave participants an opportune chance to make a big difference they could see for years.

Mayor Ed Lee and CDCR Director Dan Stone were on hand to recognize event founder Ken Wong, a retired CDCR supervisor, for his outstanding efforts in preparing ex-offenders for community reentry.

GEO Care has made some outstanding contributions by helping beautify the city of San Francisco.

They look forward to continually paying it forward in their communities, reducing the toxicity out of residents' lives, and successfully reintegrating them back into society, as productive citizens.

DeJuan Lewis Visits CSP Solano

Written By
Patrick Hyde & DeJuan Lewis,
Taylor Street Center



In addition to having community providers visit us to share their expertise with residents, we were also honored to speak at the California State Prison-Solano facility (CSP Solano) on March 12, 2015. DeJuan Lewis from Taylor Street Center, as well as the Chief Deputy Regional Administrator for Northern California Parole (DAPO) spoke to the Long-term Offender Pilot Program (LTOPP) about the services we deliver.

His presentation to one hundred and fifteen inmates was well received, and he was invited back to visit.

DeJuan Lewis participated in GEO Care's Taylor Street Center program consisting of evidence-based principles, cognitive behavioral treatment programs that change criminal thinking, MRT, and employment development.

DeJuan Lewis is talking with other northern California facilities about similar outreach connections. He has provided orientations and presentations to members of the Division of Rehabilitative Programs and CDCR.

CSP Solano now plans on visiting Taylor Street Center in May, and we look forward to hosting guests and extending our outreach efforts.

Orange County Reentry Resource Fair



On May 12, 2015, The GEO Group Santa Ana Day Reporting Center in partnership with the California Department of Corrections and Rehabilitation hosted a resource fair in collaboration with Orange County Reentry Partnership and Contra Costa County Office of Education. The resource fair provided the participants with job and school opportunities, as well as other valuable resources that support successful reentry.

There were 158 participants, which included Probation, Parole, and 57 community organization providers from the local community. Some of the community organizations in attendance included Orange County

Social Services, Social Security Administration, Veterans First, Salvation Army, Credit Union, Department Child Support, Santiago Canyon College and many more. In addition to the community organizations, local BI Day Reporting Offices from southern California and their customers also attended to support.

After the event, The GEO Group Santa Ana Day Reporting Center office received many phone calls from the community providers, county agencies, Probation, Parole, and the participants thanking GEO for bringing such a great event to their community. We thank everyone who was involved in making this event such a successful one.

Perth Amboy Community Service Event

Written By Peter Conerly,
Perth Amboy CRC



Perth Amboy CRC clients and staff participated in a Spring Cleanup event on April 25. Jorr Mbye, Employment / Education Coordinator and Samuel Jean, Client Service Specialist together with eight program clients joined other community volunteers in cleaning the downtown area of Perth Amboy.





Chatham Reentry Service Center Opens

Written By **Celeste Nickel**, Eastern Regional Office

The Chatham Reentry Service Center hosted a grand opening ceremony on March 3, 2015. The new office is located in the Chatham community on the south side of Chicago, in the same building as the Illinois Department of Corrections Parole office. In just two short months, the center has surpassed its target client count of 80 participants. “The Reentry Service Center provides a ‘one stop shop’ for men and women on parole who often have multiple

requirements as conditions of their parole term,” says Emanuel Barr, Outreach Manager for the Illinois and Kentucky area.

Clients of the RSC receive cognitive behavioral programming aimed at reducing the likelihood of recidivism. In addition to core behavior change programs, the RSC provides job development and education resources, and also assists clients with referrals to outside community support agencies

for basic needs. “A major goal of the program is to help participants see the world in a different way, develop goals and plans to reach those goals, and link up with long-term supports in the local community,” describes Area Manager Kim Zajicek.

The opening of the Chatham office was part of an expansion effort to serve a high need area in Chicago. GEO Reentry Services, through BI Incorporated opened its first Illinois DRC in 1997

and has maintained a successful partnership with the Illinois Department of Corrections. In fact, the state recently renewed our contract which allows for services to be extended for the next 10 years. Should the full term of the contract be fulfilled, it will result in continuous operation of day reporting services for 26 straight years.

Front Row Left to Right: Vania Lott, Marina Berryhill, Janet Szydelko, Patricia Ford, Kim Zajicek, Mike Lucas.
Back Row: Erline Tattetrain, Emanuel Barr, Daniel Stanford, Dana Marku.

Employment Success at Perth Amboy CRC

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



Through the efforts of Jorr Mbye, Education/Employment Coordinator, the Perth Amboy Community Resource Center attained a 72% employment rate with 28 of 39 work eligible clients finding and maintaining employment in April.

These successes can be attributed in part to several recent activities led by Ms. Mbye.

The Intensive Employment Program (IEP) conducted at the center and facilitated by Ms. Mbye, focuses on job

readiness via a twenty module program which prepares clients for their job search. Once completing the IEP, clients then actively seek employment.

Ms. Mbye continues to assist clients with employment opportunities. One such successful endeavor occurred on March 25 when she accompanied eight clients to a job fair in Woodbridge, New Jersey. All eight clients, with resumes in their hand, applied for an assortment of job openings. The day's event was well worth it,

as all eight clients were offered and accepted jobs from these registered employers at the fair.

Lastly, Ms. Mbye takes the time to recognize and celebrate the successes of each client as she presents certificates to clients upon completing their IEP. She along with her co-workers and the Parole liaison are committed to assisting clients achieve positive outcomes.

Pictured Left to Right: Jose Martinez, Roy White, Ms. Jorr Mbye, Alexander Rosario, James Keifer



Congratulations GEO EMPLOYEES *of* THE YEAR

One Park Place • 621 NW 53rd Street, Suite 700, Boca Raton, Florida 33487 • 561.893.0101 • geogroup.com