



Have You Heard...?

Fall 2019

Georgia Correctional Industries



GCI - Joe Kennedy Farm

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Our Mission



Committed to developing offenders' job skills needed for successful reentry into society, while providing quality products and services for our customers through Manufacturing, Food Service and Agribusiness operations.

Our Vision



Positively impacting the lives of all Georgians.

Our Core Values

ENVISION



Visualize Goals
Identify Opportunities
Plan for Success

ENGAGE



Empower Ownership
Ignite Motivation
Embrace the Mission

EXCEL



Lead by Example
Maximize Potential
Surpass Expectations



Billy Thigpen began his 22-year career with GCI in August 1997 at Telfair Tag Plant as a Supervisor 1. In September 2000 he was promoted to Supervisor 2. During his 7 years at Telfair Tag Plant he had supervision of the paint line as well as the warehouse. Throughout his years at Telfair, GCI management recognized Billy's ability to embrace change and adapt to new challenges; consistently displaying high levels of integrity and dependability. Because of these traits, Billy was offered a Field Service position.

Billy joined the Field Service team in October of 2004 as a Field Service Rep 2 and has excelled as part of the Field Service team. In June of 2015 he was promoted to Field Service Rep 3. Billy demonstrates his mechanical skills on a daily basis by repairing a multitude of items. The Field Service team has a saying, "If Billy can't fix-it, it can't be fixed". He has the ability to manufacture parts and pieces on site to allow timely completion of field installation projects.

Throughout his years in Field Service, Billy has trained countless Offenders on panel installations, furniture deliveries and set-up; most recently adding library shelving unit dis-assembly and re-assembly. By demonstrating techniques needed to perform the task at hand he is providing marketable hard skills; by going about his duties with a positive, "can do" attitude he provides an example of a strong work ethic and how important that positive attitude is to be successful in anything you do. Through his leadership skills, Billy demonstrates to Offenders how to interact with customers and the general public. By showing Offenders, through his actions, how to navigate the daily challenges that any job can offer he is providing each of them valuable knowledge and a skill set that they can carry with them long after the jobs are done.

Field Service faces challenges on a regular basis. Challenges which require quick and critical thinking. Billy never backs down from a challenge; always meeting the situation head on and figuring out not only how to make it work, but work well. Billy Thigpen's integrity and work ethic, along with his dedication and commitment to GCI, surpasses our expectations and embodies the characteristics necessary to meet the mission of GCI. He truly exemplifies of our philosophy that Excellence Drives Our Success and that we provide Rehabilitation through innovation. It is with great pleasure that I announce Billy Thigpen as GCI's Employee of the Year.

'OUTSTANDING LEADERSHIP' & SERVICE AWARDS

During the 2019 Supervisors' Conference held in August, management recognized staff who showed "Outstanding leadership and guidance" in their daily roles. Employees who earned the award were Judy Caulder, Jason Coe, Kathy Easterling, Chuck Purcell, Alex Bell and Colby Williams (all pictured below, l-r).

In recognition of 25 years of dedicated service to the State of Georgia, Tom Hogg was awarded a plaque. (not pictured). And in recognition of 5 years of dedicated service to the state of Georgia, Joe Denmark was presented a plaque (pictured right).



FIRST ANNUAL SUPER



SUPERVISORS' CONFERENCE

Our first annual Supervisors' Conference was held in August. Over 80 GCI employees and special guests attended.

The purpose of this year's conference was to duplicate the efforts of the annual Management Conference and provide training and team building activities. This year's theme was "Leading by Example." Executive Director, Chris Tiller kicked off the conference with an "icebreaker" activity and provided an executive overview of GCI and what lies ahead for the organization.

GDC Commissioner, Tim Ward, opened the conference with a warm welcome and also provided staff with an opportunity to ask him questions. GDC training instructor, Gary Lister, facilitated two training sessions.



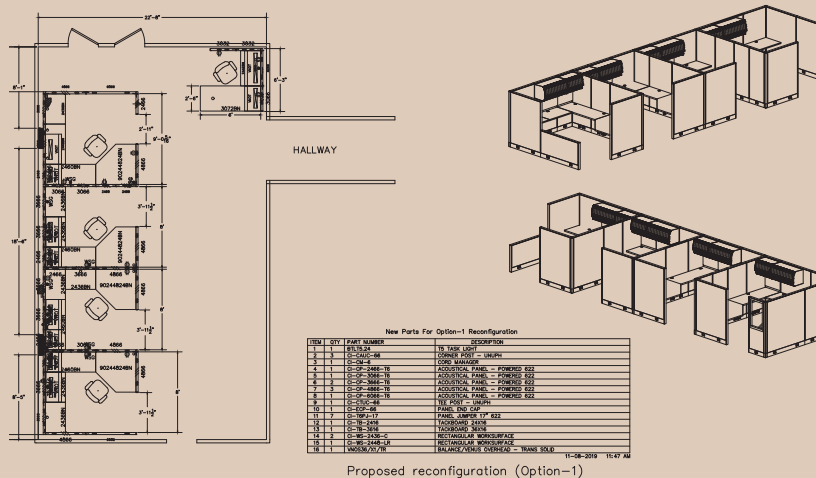
REENTRY SUCCESS:

Resident William Rutledge

Written by DeLana Bellville



William Rutledge



2D drawing created by William Rutledge



3D rendering created by William Rutledge

GCI's AutoCAD program has its first Atlanta Transitional Center (ATC) student. William Rutledge, currently a resident at the ATC, worked for ten years at our Walker Metal Plant. Rutledge was a machinist prior to incarceration and felt at ease working at Walker Metal. During his time there he was given the opportunity to learn (on his own) how to design and draw metal fabrications; first by hand and then using AutoCAD. His machinist background, and being naturally gifted with math, gave him what he needed to make the most of this chance.

Rutledge was assigned to GCI's Decatur office in early June 2019. He has continued to draw for Walker Metal and is now learning to draw cubicle panel jobs, proving again to be a valuable GCI team member. Since coming to the Decatur office, Rutledge has been called on to assist with AutoCAD drawings for several high profile jobs including furniture for the Georgia State Capitol and Governor's Mansion as well as an impressive custom designed 16-foot table for the private deliberation chambers of Georgia's Supreme Court Justices.

Working through the GCI AutoCAD pilot program, Mr. Rutledge applied for and was accepted into the fall semester for AutoCAD classes at Atlanta Technical College. He began at the tech college in August and has plans to continue his technical classes even after his release in early January 2020. Skills learned at Atlanta Tech have enable Rutledge to not only design and draw in AutoCAD, but to produce renderings of his work like the one featured below.

With the skills gained during his incarceration, through GDC programs such as Walker State Prison Faith and Character Program and working with GCI at Walker Metal and the Decatur Central Office, Mr. Rutledge has a bright future and a great opportunity for successful reentry. Rutledge said "Today, the hope for me and my family's future has been completely transformed as a result of my time working for GCI and participating in the Walker SP Faith and Character Program." He goes on to say "Having structure, a job to do that I enjoyed, gave me purpose."

NEW PEANUT HARVEST

Written by James Rogers

Last year we planted peanuts for three main reasons:

(1) Crop rotation. Peanuts have allowed us to improve our soil conditions to keep our irrigated fields in better condition to maximize our production of vegetables and row crops by improving the soil make up and combat *nematodes* (microscopic, eel-like roundworms that live and feed within plant roots most of their lives and those that live freely in the soil and feed on plant roots) on a regular basis by rotating these peanuts in the fields every 5 years.

(2) GCI uses over 500,000 pounds of peanut butter every year and we continue to grow crops that we utilize on the offender menu.

(3) Revenue for GCI to meet and/or reduce our budget each year. Georgia is ranked in the top three states in acres planted of peanuts and is a huge part of the Georgia agriculture production.

We plan to harvest over 5,000 pounds per acre on our 260 acre crop. It will be a huge benefit for our crop rotation and in keeping our soil in a healthy condition for years to come.

Healthy Options Menu at Staff Dining Locations

The Healthy Options program started in August as a way to promote healthier eating throughout GDC and GCI. It began as a month-long promotional menu and due to popularity is now in the process of becoming a year long meal option at Tift Cafeteria and Staff Dining locations throughout the state. The menu includes a number of items that focus on lower calories and fat with an emphasis on increased servings of fresh fruit, vegetables and lean meats. Choosing the Healthy Option when offered will help to create a healthier and happier workforce.





BEYOND THE CALL OF DUTY

Barry Cammack

Written by James Rogers

Barry Cammack began his career with GCI in January 2004. He has successfully served in various roles in our Agribusiness operations; working with beef cattle, row crops, grazing grasses, and now fresh vegetables. Barry is always available when needed, even after hours to handle situations which arise on a regular basis. It is very seldom that a farm operates Monday through Friday from 8 to 5.

Rogers Farm operations faced multiple challenges with vegetable production over the past few years. Weather and insects greatly impacting the vegetable production, reducing the yield. In March, Barry Cammack took over the fresh vegetable production at Rogers Farm and has done a tremendous job. He has more than met our expectation in this area by exceeding production goals for fresh vegetables. During the last 3 months of the 2019 fiscal year (April, May, and June) Barry was key in the production yield of 318,790 pounds of fresh produce.

(We) appreciate Barry's efforts and commend him on a job well done with fresh vegetables. There were many days when he did not have Correctional Officers to assist him and he would have to handle gathering the vegetables by himself. He has also had other GCI staff assist him during the harvest period. It has been a true team effort. I look forward to seeing what Barry will produce in the months and years to come. He is a true asset to GCI and its Agribusiness operations. I am very thankful to have someone of his caliber and multiple talents on our team.

2019 SECIA
Employee of the Year Recipient

MIKE ROWLAND

"Each year, the National Correctional Industries Association (NCIA) and Southeast Correctional Industries Association (SECIA) make a special effort to acknowledge those individuals whose extraordinary skills and leadership in their respective programs improve Correctional Industries as a whole."

Mike Rowland, Plant Manager at Dodge Wood Plant, earned SECIA's Employee of the Year award for the U.S. Southeast region. Congratulations, Mike. We appreciate all that you do!



OPERATIONS HIGHLIGHT

HANCOCK EMBROIDERY PLANT

*In-house digitizing &
laser cutter*

Written by Chris Corn

GCI recently added two new processes to the Embroidery department at the Hancock Garment plant. We now digitize all our artwork instead of outsourcing it at substantial savings. We also added a laser cutter that is used to automatically cut out embroidered items greatly decreasing production time.

In March the digitizing process was launched. Isaiah Steele installed a computer and the Tajima software that is used for digitizing. Between Tiffany Macklin's skill set and the training videos Franklin Hatcher downloaded, they began training offenders to digitize artwork. The program has been so effective they no longer outsource any of that work. All digitizing is done in-house.

In May, the Embroidery department took over the production of name tapes, badges, ranks, flags, and the Georgia patches. Previously, Blauer supplied all the officer uniforms and patches. We decided to make the embroidered items ourselves. It was decided that a laser cutter would be required to trim that many embroidered patches in the time required. Franklin Hatcher and Tiffany Macklin researched laser cutters that would be able to handle the production requirements. Shortly thereafter, Amy Pataluna, Brad Hooks, Brad Dole, Chris Corn, Franklin Hatcher, and Tiffany Macklin attended an expo where a laser was demonstrated. That is where we met with Casey Jordan of Hatley & Associates from whom we eventually purchased the laser cutter. It came with Corel Draw and an internal camera that allowed us to automate a portion of the process. We began production by cutting out only name tapes until we were comfortable with the new equipment. We now laser cut almost all the embroidered items we produce.

Not only has this allowed us to produce more and save money, it has allowed us to stay true to our mission statement. We have increased the skills of two primary operators and we are in the process of training two backup operators for each of these new processes. If all goes well, we will continue to instill these skill sets into future offender employees.

Everyday HERO

"With an operation as big as ours, sometimes random acts of kindness may go unnoticed. We want to highlight and recognize employees for random acts of kindness, great qualities and employee excellence."

RUFUS CREWS



"It is with great pleasure that I nominate Mr. Rufus Crews for consideration for the Everyday Hero Award. In addition to performing his job at an exemplary level, Mr. Crews demonstrates an extraordinary commitment to his job and community, as well as to the general public. Mr. Crews takes it upon himself to provide exceptional support and service to the GCI Chemical Plant faculty and staff. He discerns quickly our individual needs and moves efficiently to provide key information, recommendations, or direction."

As I have grown as a supervisor, Rufus has shown me how to juggle ups and downs and inspired me to never stop learning. Mr. Crews is helpful, caring, resourceful, and happy to offer service no matter the task. He often performs above and beyond. Even though this was not required of him, he does so willingly and cheerfully. His quick wit, attention to detail, and loyalty to GCI have endeared him to us. Mr. Crews has made a difference at our Facility, exemplified the mission of GCI, and has positively impacted the people at our company. His skills, knowledge, willingness to help others, and dedication to our plant and the community make him a perfect choice for Everyday Hero nominee."

- MEGAN BARBER, SUPERVISOR (CHEMICAL PLANT)

FRANKLIN HATCHER



"I would like to nominate Rufus Crews (Facility Manager at the Chemical Plant) as the Everyday Hero. If I could, I would write a book of why he deserves this but I will make this short and sweet. He is a valuable asset to GCI. He is very knowledgeable, hilarious, hardworking, and a true team player. He helps me so much every day, from purchasing for the Chemical Plant to seeing straight at the end of the day! He always goes out of his way to help me out with any issue that I have (specially with my blonde moments). Even when he was the only employee at the Chemical Plant, he would drop what he was doing to help a girl out. I appreciate everything that he does for me on the daily. I truly could not do my job without him. He Rocks Like A Hurricane!"

- RENEE ALLEN, FINANCIAL OPS (CHEMICAL PLANT)

"I would like to nominate Franklin Hatcher because he went above and beyond his regular duties to identify new business for GCI. He was on his way to work and noticed that a Forestry working was near him. He looked at the patch and said GCI can do it better. He looked the patch up online and reproduced the patch at Hancock. He called me to ask for my assistance in getting the patch in the right hands. I sent an email to Dan Fagan, Dan Sumner and Jimmy (Salesman for region) and they thought it was a great idea. Franklin took it upon himself and added the patch to hats, shirts and presented the items at the in-service meeting. He also brought single patches to show the work. Needless to say they looked amazing and GCI now has a meeting with the Forestry Department to show them what we can produce for them. Kudos to Franklin."

- DANA HARDY, PLANNING & LOGISTICS (DECATUR)



CHRISTINE HERRIOTT

“Christine is always going Above and Beyond the call of duty. Her expertise and knowledge of Graphic Design and being a Great Supervisor/Teacher to the Offenders makes her a special part of our team here at the Print Plant. It is a pleasure to work with her and I believe she goes unnoticed but should be recognized as an “Everyday Hero”.

Christine has a lifetime of experience in Graphics from being with the News Paper to working with Offenders. I would like to nominate Christine and let her know just how much she is appreciated.”

- LLOYD HANEY, PLANT MANAGER (PHILLIPS PRINT PLANT)

“Christine is always willing to lend her expertise and knowledge. She has helped me with several print jobs, always working hard to ensure the best possible end product in what may be a short turnaround time. She is quick to respond, knows the right questions to ask and will go above and beyond to make a team effort successful. This makes Christine Herriott my Everyday Hero.”

- DELANA BELLVILLE, REENTRY COORDINATOR (DECATUR)



KEVIN JOHNSON

“I would like to nominate Kevin Johnson. Kevin has developed a specialized line of solutions for libraries throughout the state of Georgia. In just a few years, Kevin has generated revenues of over \$1M. He has worked closely with our plants to solve complicated problems by using the skill and experience of our production teams. Mike Rowland, Steve Kaylor, Mark Spandle, Jrell Craft, Brad Dole, Joe Denmark, Chris Corn, Clint Walker, our entire Field Services team and many more people have contributed to an accelerating program that is now a focus for long term growth. Kevin is now leading our efforts statewide and helping develop stronger relationships within the state and the library community.”

- DAN FAGAN, SALES & MARKETING DIRECTOR (DECATUR)



VICKIE LANGSTON

“I have only been with Colony Farm for about 10 months and anytime (we) need anything she is the first to step up and help. I don’t know if we can do managers but she goes above and beyond to help me with S2K and Markers.”

- DEBRA WILSON, SUPERVISOR I (COLONY FARM)



ISAIAH STEELE

“I would like to nominate Isaiah Steele. Isaiah is a great asset to the GCI IT Division. He has a lot of knowledge and can always fix the problems we have at the Walker Metal Plant. No matter what time of day it is Isaiah is always just a phone call away to assist. Isaiah is very professional and great to work with. Always so polite and kind no matter how many times in a day I might need his assistance! My computer works better than it ever has!! Great job, Isaiah!!”

- JULIE MORGAN, ADMINISTRATIVE ASSISTANT (WALKER METAL PLANT)

Farewell to our Retiree

Mark May

Written by Mike Rowland



(l-r) Tiffany Macklin, Daniel Singletary, Cheyenne Singletary, Mike Rowland, Ken Gordon, Mark May, Gary Russell, and Franklin Hatcher



(l-r) Executive Director, Chris Tiller, Billy Thigpen and Mark May

Mark May – the most experienced wood-worker in GCI history.

I've had the privilege of working with Mark May for over 20 years. We've not only worked here together at the Wood Plant, but at two other jobs in our younger years. We are also neighbors, and you won't find a better neighbor than Mark May and his entire family.

Mr. May worked with GCI for 30 years and 10 months, all of it right here at Dodge Wood Plant. Even though he was given more and more responsibility over the years, Mark was the guy that could troubleshoot almost any problem, and tackle it with enthusiasm and a good attitude. You could often find him jumping in and helping in places that were not exactly his area, even on the GDC side. I consider Mr. May an expert at what he did at the Dodge Wood Plant. From the front door to the back, he was concerned and capable at all aspects of manufacturing. If I ever wanted to start a business, Mark would be the first person I would try to hire.

We had the huge benefit of Mark working with and training our newest employee, Tyler Morgan. It is my opinion, that Mark made a huge impact on the way Tyler has progressed.

In his free time, Mr. May enjoys hunting, fishing and gardening. He also spends time in buying and re-selling of miscellaneous items, (when he is not doing some sort of free work, helping his friends and neighbors). Mark and his wife, Sandra, are very active in their church.



WELCOME

“Excellence Drives our Success”

Bernice Brown, Colony Farm - Supervisor I

“We would like to take this opportunity to welcome Bernice Brown to the GCI team. Bernice comes to us from Georgia Department of Corrections (GDC) with 20 plus years of experience working with offenders. Bernice will be in Screen Print as a Supervisor I at Colony Farm. She is already proving to be a valuable part of our GCI team and we are happy to have her at Colony Farm.” - *Ricki French, Plant Manager - Colony Farm*



Tim Burkett, FDU - Heavy Equipment Operator 1

“I would like to welcome William “Tim” Burkett to our team here at GCI Transportation. He comes to us directly from Appling PDC’s Maintenance Department. Previous to his State employment, he worked for many years in a health care facility as a Maintenance Supervisor. From that work experience he brings a great knowledge of moving and assembly of office furniture. He gets his tractor trailer experience from running a side business for many years, in addition to his “regular” job. Tim is enthusiastic, has great work ethic and is always ready and willing to help out in any way possible.” - *Clint Walker, Transportation Supervisor*

Tonisha Hall-Byrd, Decatur - Customer Service Rep 1

“GCI welcomes Tonisha! Tonisha has worked for almost a year as a contractor and now starts as a full-time employee for the Customer Service Team. Tonisha will be working on our Team Georgia Marketplace orders and supporting our Care and Custody orders. Tonisha is also assisting GCI with invoicing, office communications, and will help greet guests or visitors. Already well educated in S2K, Tonisha will continue to assist GCI in order entry and supporting our growing business through Team Georgia Marketplace. Tonisha has experience in customer service and has been a valuable part of the inside sales team and we look forward to working with her in this new role.” - *Dan Fagan, Sales & Marketing Director*



Logan Kinnett, Rogers Farm - Farm and Livestock Spec 2

“Please join me in welcoming Logan Kinnett to Rogers Farm. He joined the Dairy Milking team on 8/1/2019 as a Farm and Livestock Spec 2. Logan comes from a farming background with cotton, peanuts and cattle. Logan is a great asset to the Rogers Dairy team and we look forward to working with him on a daily basis.” - *James Rogers, Deputy Director of Agribusiness*

Zandria Allen

Customer Service Rep 3
Decatur

Sandra Harris

Food Service Supervisor
Tift Cafeteria

Heather Heaton

Admin Support 2
Hays Optics Plant

Wanda Sigler

Admin Assistant 2
Decatur



PRISON INDUSTRIES ENHANCEMENT: GCI PARTNERS WITH DEPARTMENT OF NATURAL RESOURCES

Written by Janine Robinson

GCI and Department of Natural Resources are collaborating on a pilot program to sell PIE merchandise to the public in select state park retail stores. The test sites are located at Providence Canyon State Park, Florence Marina, and Tallulah Gorge. Items available for purchase were created at Dodge Wood Plant and include Adirondack rockers, GA cutting boards, bowls, "Welcome" paddles, GA magnets, birdhouses, and bird feeders. The goal is to expand to park stores statewide with additional merchandise after a successful 3-month trial period.

GCI has a designated section within each store to display our "Georgia-Made" merchandise and tell our story. Each product has a detailed description of the materials used, care instructions, and the plant in which it was created. A specially designed sign provides customers with a snapshot of "PIE" and to show that each purchase supports a cause as well as GCI's mission.

The PIE program allows GCI to sell offender-produced goods to public and private purchasers. Participants earn minimum wage while learning a job skill, contribute to a mandatory savings account, and pay restitution. GCI now has 11 industries approved for PIE operations.



GEORGIA CORRECTIONAL INDUSTRIES HOSTS ANNUAL YOUTH DOVE HUNT

Written by James Rogers
Deputy Director of Agribusiness
Georgia Correctional Industries

The Agribusiness division hosted its annual Dove Hunt on September 14, and had around 25 youth in attendance at Joe Kennedy Farm. GCI has hosted the annual Youth Dove Hunt since 2012. The hunt promotes hunting to the youth and allows them to spend time outdoors with their parents.

GCI and Department of Natural Resources (DNR) work together each year to organize the event. Evans County Wildlife Club provided hamburgers, chips and drinks for the attendees.



“Giving is Easy and Impactful”



State Charitable Contributions Program

The 2019-2020 State Charitable Contributions Program (SCCP) kicked off on September 26. SCCP provides an opportunity for state of Georgia and University System employees to make contributions to the charity of their choice through payroll deduction or a one-time donation. During the fundraising period, GCI, along with other agencies, hosts a variety of events and all proceeds are donated to charity.

This year's theme is “Giving is Easy and Impactful”. SCCP's website says: “With every new campaign comes another opportunity to give back and help someone in need. Be it a place to call home, a new suit or dress for a job interview, or by putting a hot meal on the table of children who are hungry, because of your contributions; things are changing!” This year we raised \$1,916.00!!!

For more information, visit www.gascpp.org.





Breast Cancer Awareness Walk



Costume Contest



Taco Bowl



Pancake Breakfast



Hat Day

