



Have You Heard...?

Fall 2021

Georgia Correctional Industries

REHABILITATION THROUGH INNOVATION



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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



"Why I Work For GCI"



DeLana Powell, Reentry Coordinator

Working for GCI has been one of the most challenging and most rewarding jobs I've ever had. I am blessed to have a job that I truly enjoy. I love being able to do something that will hopefully have a positive and lasting impact on others. GCI is a diverse and unique organization, full of dedicated and mission-driven people. It is a pleasure working with such a wonderful group.



William Rutledge, AutoCAD Drafter

As many of you know, I am a former inmate who served a 17-year prison sentence in the Georgia Department of Corrections. It was during my incarceration that I began working at GCI's metal fabrication plant at Walker State Prison. While there, I learned several new skills in the metal fabrication trade. My GCI work detail provided me with an avenue to better myself while incarcerated. This gave me a purpose, and hope for my family's future and me. Upon my release, GCI went above and beyond what I had ever imagined. They made it possible for me to be hired as an employee and allowed me to apply for a job. Directly out of prison, I was hired!

I always said I wanted to be a CAD Design Draftsman and work directly with shop floor employees. I stepped out of prison directly into the job I said I always wanted. Thank you GCI for giving me a chance. Thank you for your faith in me. Thank you for providing me with a job that I love. I am tremendously grateful! This is why I work for GCI.



Bobby Wiseman, Deputy Director of Food Service

GCI Food and Farm has allowed me to reach career goals and milestones that I figured would never happen. It is a challenge each and every day working with a diverse group of people with many missions to accomplish. The important reason is the group of people I consider family and work with everyday. They are truly awesome people to work for, and they want to take it to the next level. I have seen offenders who haven't made the best decisions in life, turn their lives around because of opportunities provided to them by GCI. GCI is truly an awesome place to work.

GCI MILITARY VETERANS WE HONOR AND THANK YOU!

**CHRIS CORN
RUFUS CREWS
DAN DOLLAR
CHRIS EARL
TOM EVERETT
STEPHEN FOSKEY
BERTRAM GREGGS
SHELLEY HERMANN
JIMMY JAMES
JAMES KENNEDY**

**RANDY KENNEDY
DAVID MCCLASIN
GARRETT MOORE
CHARLES MORRIS
FRANK MYRICK
TRACY NORMAN
ISAIAH STEELE, III
LARRY THOMAS
WES TURPIN
JERRY WIGGINS**



SERVICE AWARDS



DONNIE SMITH - 25 YEARS

“Donnie has 25 years of service as a dedicated state employee. He is a Farm Manager at Rogers Farm Beef Unit. Donnie has great work ethic, is team player and has a positive attitude. He is always dependable and willing to tackle any tasks assigned, and successfully completes them. He displays great leadership and team spirit. We appreciate Donnie’s willingness to always do the right thing and do it the right way. He’s always willing to help on any division of the farm to make Rogers Farm successful.”



NICOLE FARMER - 20 YEARS

“Nicole has 20 years of service as a dedicated state employee. She is a Financial Ops Generalist 3 at the Food Distribution Unit (FDU). Nicole has a strong work ethic with a very positive attitude. She is always willing to help anyone, and she will go above and beyond to get the job done. Nicole is a valuable asset to the Food Distribution Unit and GCI.”



DAVID KENNEDY - 20 YEARS

“David has 20 years of service as a dedicated state employee. He is a Trade Tech 3 at Rogers Farm. David is always available when needed and plays a vital role in keeping all of our farm operations running and in order. He displays the characteristics of not only a great employee, but he also takes pride in his work. He is well liked among all employees, and he is a stable force within our organization offering valuable knowledge and experience.”



CASSANDRA DUMAS - 15 YEARS

“Cassandra has 15 years of service as a dedicated state employee. She is the Food Service Director at Rutland Student Center at Tift. Cassandra displays dedication and a high quality of work. She always takes her job serious and ensures that it is done right. Cassandra is a great asset to the Food and Farm “Dream Team”.



CASEY HAMRICK - 15 YEARS

“Casey has 15 years of service as a dedicated state employee. He is a Heavy Equipment Operator 2 (Transportation) at the Food Distribution Unit (FDU) in Milledgeville. He displays a strong work ethic, ambition, integrity, and honesty. He often tells the dispatcher to give him the long runs. Casey is willing to help anyone and tackles any task assigned. We appreciate everything that Casey does on a daily basis. He is a real asset to the FDU Transportation Team.”

The State of Georgia recognizes employees who complete 5, 10, 15, 20, 25 and 30 years of service. Please join us in congratulating our first quarter Service Award recipients.



CHRISTINE HERRIOTT - 10 YEARS

“Christine has 10 years of service as a dedicated state employee. She is a Supervisor 2 at Phillips Print Plant. She displays great leadership and team spirit. Christine is always willing to help and makes a terrific go-to sound board. Christine is a tremendous asset to the Print Plant, and her job requires a lot of patience and dedication when it comes to training the offenders on all the different software. Because of her training, we have had several offenders get jobs and maintain a positive reentry status.”



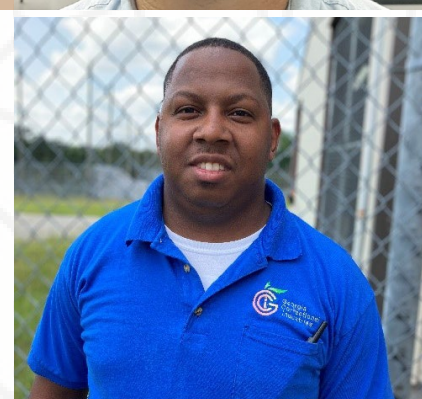
JAIME EDGE - 5 YEARS

“Jaime has 5 years of service as a dedicated state employee. She is a Printer 3 at Telfair Tag Plant. Jaime displays respectfulness and responsibility on a daily basis. She follows through on commitments and accepts accountability every time. Jaime is always dependable and a team player. We appreciate Jaime’s dedication to her job and how driven she is on having zero errors in her work area. She is very detail oriented and takes pride in her job.”



CHRIS HENDRIX - 5 YEARS

“Chris has 5 years of service as a dedicated state employee. He is a Supervisor 2 at Montgomery Upholstery Plant. Chris always has a positive attitude and is an honest team player. He works well with everyone to complete the task at-hand in a quality and timely manner. Chris is always willing to help with whatever is needed at anytime. He helps in solving any problems; whether it be quality, safety or anything else. He is a great asset to the GC I Team.”



DERRELL McCRAY - 5 YEARS

“Derrell has 5 years of service as a dedicated state employee. Derrell is a Printer 2 at Central Garment Plant. He displays great organizational skills, and maintains a team player attitude. Derrell is inclined to help others and committed to completing assigned work orders. He leads by example and his department works diligently to complete assigned tasks. We appreciate Derrell’s enthusiasm on the job. He is a valuable asset to the GCI team, and his overall attitude reflects the GCI core values.”



Everyday HERO



Jack Upshaw

"I would like to nominate Mr. Jack Upshaw for the *Everyday Hero* for a number of reasons. First, because he was recently promoted to Plant Manager and was in the process of transitioning into that position when several things put him very short staffed. But even during that, it didn't slow him down and he still kept things running like we were fully staffed! Second, due to the economic impacts we have had, we like many other plants, have run into shortages of materials and nowhere else to get them from; but we managed to get materials and he relayed the information to the Sales Team and customers. He did everything he could to keep everyone happy. Lastly, he has been a great manager, from taking the cards he has been dealt and making the best of the situation. He is very personable and easy to work with, and that makes coming to work enjoyable!"

- Tyler Morgan, Lead Plant Supervisor, Dodge Wood Plant



Zandria Samuel & Jerry Dunson

"I would like to nominate two people:

Zandria Samuel has been promoted to the newest Outside Sales Representative on our Sales Team. While learning her new role, Zandria has continued to respond to sign orders and requests for quotes. In addition, Zandria has been helping GCI cover the open Customer Service positions by answering calls and responding to customer requests. Her cheerfulness and eagerness to help have been tremendous in helping GCI customers get outstanding customer service. Thank you, Zandria.



Jerry Dunson is our most experienced salesperson. For almost 20 years, Jerry has been the primary point of contact for customers of print products or services. Jerry has taken on an additional role in helping develop the new chemical catalog with his suggestions and editing. Jerry was also part of a team that has been evaluating what the Print Plant may need in order to capture new business or respond to market trends. Jerry's input has been very valuable in developing future plans for our Print offerings."

- Dan Fagan, Sales Director, Decatur

"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."

Purchasing Power!



I would like to nominate the following as a group for the Everyday HERO. For me, they are the Everyday HEROES as they all work hard and even more during the end-of-year closeout when it becomes crunch time. They all work with their end users to meet deadlines that have been set for them with processing requisitions, purchase orders, P-card purchases and vouchering. The job they are tasked with is not easy, but they make it seem so simple as they are the ones who contact the suppliers for quotes, invoices, processes and more. They are the real backbone of the operation by making sure that when June 30th occurs each year, everything

is processed accordingly. At year's end, they are constantly on daily and weekly conference calls to ensure everything is ready to go by June 30. (Top row, left to right) Dorothy Cribb, Joni Merk, Akena Davis, Pat Brown, Penny Brantley, Shelley Hermann, Lacie McCumber, Renee Allen, (bottom row, left to right) Michela Rineair, Toni Wilkes, Tonya Foland, Jessica Santana, Jan Durrence, Lynette Fulford, Nicole Farmer and Carla Payne thanks for all you do and thanks for being my Everyday Heroes."

- Doreen Eidmann, Purchasing Manager, GCI Procurement



Will Rineair

Rogers Farm would like to nominate Will Rineair as the everyday HERO because of his hard work and dedication to this farm. He tends to go above and beyond for this farm and all employees. He is the meaning of a true dedicated team player.

- Rogers Farm Staff



Montgomery Upholstery Plant: Panel Production



GCI has relocated the manufacturing of Office Panel Systems from Georgia State Prison to the Montgomery State Prison GCI Upholstery Plant located in Mount Vernon, Georgia.

Office Panel Systems provide a comfortable, ergonomic work area, that can utilize the least amount of floor space as possible, which is offered in a vast array of office settings, from managerial offices; receptionist stations; to multi-unit team pods; simple to complex.

GCI manages Office Panel System projects from start to finish, providing consultations, drawings, quotes, and professional installation. Office Panel System projects are based on multiple factors. Building structure, job function, work flow/traffic patterns, storage needs, noise control, electrical codes, communication and computer needs, lighting, ADA requirements and visual/acoustical privacy requirements are all vital factors when developing the system.

GCI Upholstery Plant staff supervise and train offenders in assembling components to construct Office Panel Systems per the customer's requests at the plant. Panels range in height from 32" to 84" and widths of 12" to 60" and are available in fabric acoustical, fabric/laminate, curved, glass and open frame panels. A durable, roll-formed, steel frame provides the basis for the panel core; plus, the internal data/communication wireways are produced with roll-formed steel. Two layers of fiberglass insulation and fabric are placed on each side of the panel. The fabric is secured with cord inserts into the panel frame. A vinyl cap provides a light shield.

Storage units are available in overheads, open shelves, center drawers, pedestal files, lateral files, vertical files and kiosks. Shelf units may be added to panel configurations to make use of the work surface space. Adjustable keyboard units and various edge treatments are also available for installation.

" GCI has relocated the Office Panel Systems operation..."

YOUTH DOVE HUNT



On September 11, Joe Kennedy Farm hosted its 10th Annual Youth Dove Hunt. We had over 40 youth in attendance plus their parents. Some brought mom and dad, and some of the youth came with an uncle or family member. We had attendance from Brunswick, Atlanta, Augusta, Macon, and other local areas. The dove hunt was a big success and everyone had a great time.

The Youth Dove Hunt is always the second Saturday in September each year. Anyone who would like to participate needs to go on Georgia DNR's website and register. The registration is usually posted on the Georgia DNR website by July of each year. There are several youth hunts listed but DNR will list our hunt as "Indian Ford Farm Youth Dove Hunt" in Lyons, Georgia.

We would like to take this time to thank Georgia DNR for their assistance in organizing this hunt. They arranged for everyone to be fed and then proceeded with a safety talk for all the people attending the hunt. Safety is our top priority and these guys make sure that everyone understands the regulations and addresses all safety issues prior to the hunt.

With 70-80 people in attendance, it takes a great deal of food and drinks to feed this group of hunters. We want to

thank the Tattnell-Evans Limb Hanger (local chapter) and the Evans County Wildlife Club for also providing the grill and labor to prepare the meals. These guys promote hunting and fishing year-round and do a tremendous job at teaching young people about the great outdoors. They will also be hosting the Rattlesnake and Wildlife Festival on March 12 - March 13, 2022 in Claxton, Georgia. Please let everyone know about these organizations and encourage your friends to participate.

Lastly, Harry's BBQ and Seafood in Hagan, Georgia provided the food for the Annual Youth Dove Hunt. Without the generous donations from these local organizations and businesses, we could not offer this on an annual basis. We want to say 'thank you' to everyone that assisted in the event and let them know that their contribution with labor, food, and supplies were greatly appreciated. It allowed for all the youth and their families to have a great experience outdoors by enjoying nature and building relationships.

Please continue to promote the great outdoors to young people. Not everyone has to hunt or fish, but the outdoors is a great place to spend quality time with your family and friends.



Each year, agencies across the state of Georgia participate in the State Charitable Contributions Program (SCCP). Agencies host various events to raise money for charity. Here at GCI, this is always a fun and collaborative time of the year. This year's fundraising goal is \$1,100.00, and so far we have raised more than half of that! We will continue hosting fundraising events through the end of the year. Anyone interested in donating through our SCCP fundraising events should contact our SCCP Coordinators Akena Davis or Ronnia Fann.



The Pancake Breakfast was hosted on September 1. Employees who made a donation received two pancakes, pork or turkey sausage, eggs and an orange juice. As it has been in past years, this event was a major success.



The "Breakfast Bowl" was hosted on September 2. Employees who donated received grits, sausage and eggs in a bowl, and a small cup of orange juice.



Our Virtual Trivia Competition was hosted on September 8 via Google Meet® (online). Employees donated \$2.00 and had the chance to earn bragging rights as the 2021 SCCP Virtual Trivia Champion. Congratulations to this year's champ, Dwight Smith, Graphic Designer at the Decatur office.



Virtual 'Thank You' Grams were delivered via email on September 15. Participants were able to have a personalized message sent to other employees for \$1.00 each. All 'Thank You' Gram recipient names were displayed in the Decatur office.

STATE CHARITABLE CONTRIBUTIONS



The Taco Bowl was hosted on September 22. Employees who donated received a fresh, deep fried taco shell with the choice of ground beef or shredded chicken, complemented by an array of condiments including sour cream, cheddar cheese, jalapeño peppers, lettuce, tomatoes, salsa and black olives... AND a soft drink to wash it all down! The Taco Bowl fundraiser was a complete success!



The Spaghetti Dinner was hosted on October 6. Employees who donated received baked spaghetti, garlic bread, garden salad and a soft drink.



The Breast Cancer Awareness Walk was hosted on October 13 in the Decatur office parking lot. Participants walked one mile to support breast cancer awareness.



The SCCP Bake Sale was hosted on October 19 and 20. Employees at the Decatur office donated baked goods of their choice. The SCCP costume contest and pumpkin decorating contest were held on October 28. There were 1st, 2nd and 3rd place winners for each. Fun! Fun! Fun!



Farewell to Our Retirees

"We wish you the best of luck in retirement!"



Jonathan D. Smith

"Jonathan Smith started his career with Georgia Department of Corrections in 2001. Jonathan worked as a Correctional Officer at many locations as needed on the farm, but he mainly worked at the dairy and swine facility. In 2017, Jonathan accepted the position of Farm & Livestock Supervisor 2 and began his career with GCI at our swine facility at Rogers Farm. Jonathan did a great job with our swine operation and was quickly promoted to Farm & Livestock Supervisor 3 position in February of 2018. Jonathan served in this position until his retirement..

I would like to thank Jonathan for his years of dedication and service to GCI. Jonathan did a super job at increasing our swine production and assisted with many upgrades and improvements to our operation. Jonathan has great knowledge of livestock and his services will be greatly missed in the years to come. I wish Jonathan the best in his retirement."

- James Rogers, Deputy Director of Agribusiness



Ralph Mattice, Jr.

"Ralph began his career with the state of Georgia in 1985 working with Central State Hospital as a truck driver, where he stayed until he moved away in 1995. He returned to Milledgeville in 2004 and was able to pick up where he left off driving a truck for the CSH Kitchen, where he stayed until the kitchen closed in 2013.

Ralph then began driving for FDU Transportation until he retired. Ralph was a valued employee for the state with over 36 years of faithful service. In his retirement, Ralph plans to travel more to visit his children who live out of state, and spend more time fishing and hunting."

- Frank Myrick, Transportation Superintendent



Debra Wilson

Debra began working at GCI almost four years ago. She started at Central Garment Plant in 2018 as a Supervisor 1. In 2019, she transferred to Colony Farm where she retired as a Supervisor 3. In retirement, Debra plans to spend time with her family and work in her garden... she loves flowers!

"I would like to take a moment to wish Debra well in her new endeavors. She was instrumental in the daily warehouse and screen print operations. As we wish her well, she will surely be missed by the staff here at Colony Farm. Good luck, Debra!"

- Ricki French, Plant Manager, Colony Farm

WELCOME, NEW TEAM MEMBERS

Your Excellence Drives Our Success



Terrin Sampey

Marketing Specialist 1
Decatur Office
(New Employee)



Hunter Moxley

Farm & Livestock Specialist 2
Rogers Farm
(New Employee)



Tyler Morgan

Lead Supervisor
Dodge Wood Plant
(Promotion)

NEW EMPLOYEES

Angalessia Bolston

Heavy Equipment Operator 1
Transportation

Justin Galbreth

Farm & Livestock Specialist 2
Rogers Farm

Tonya Goodrum

Supervisor 1
Pulaski Garment Plant

Domini Horne

Financial Ops Generalist 2
Dodge Wood Plant

Michael Jones

Mechanic 2
Transportation

Deborah Spikes

Supervisor 1
Colony Farm

PROMOTIONS

Vickey Bentley

Supervisor 1
Hays Optics Plant

Gary Fowler

Heavy Equipment Foreman
Transportation

Jimmy Thompson

Farm Manager
Lee Arrendale Farm



GCI Staff Attends the National Correctional Industries Association Conference in Indianapolis, Indiana



GCI staff attended the 2021 NCIA National Conference in Indianapolis, Indiana, which celebrated 25 years of NCIA. DeLana Powell and Dan Sumner conducted a workshop focusing on the “Positive Impact of Community Outreach within Correctional Industries”. This included GCI’s ongoing school backpack project which highlighted who benefits from the project such as offenders and school aged children in our most in-need counties in Georgia. Incorporating our core values in community outreach projects helps to ensure success and fosters those driving principles within our operations.

Retired Wood Plant Manager, Mike Rowland (pictured left), was honored during the awards ceremony as the recipient of the Southeast Region Staff Award. Mike originally received the award in 2019 in Richmond, Virginia; however was not presented the award until 2021. This was the first time GCI staff received the regional award. Amy Pataluna received the award on Mike’s behalf.



GCI Staff Attends the National Association of Institutional Agribusiness Conference in Greenville, North Carolina

GCI staff attended the National Association of Institutional Agribusiness (NAIA) in Greenville, North Carolina. The conference provides a perfect way to grow your business.

The NAIA was formed in 1951 by a group of professionals affiliated with the American Correctional Association and the various prison farm programs throughout the United States. The majority of the membership holds full-time positions in institutional agriculture or food industries.

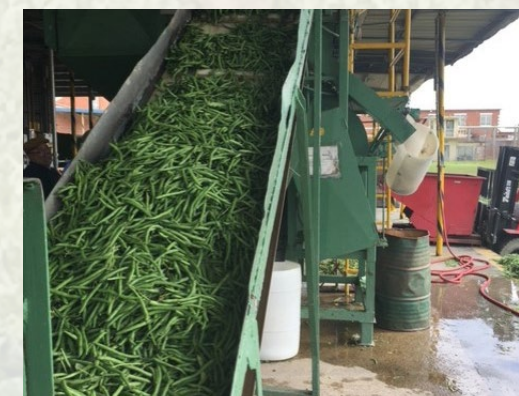
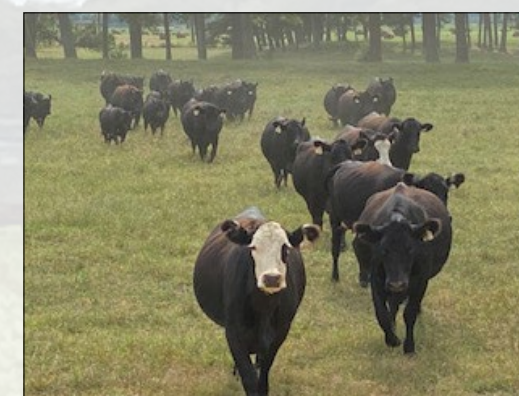
There were many benefits to attending the conference:

Staff participated in roundtable discussions.

Staff learned cost effective management tools for GCI’s operation and met with agribusiness decision-makers across the country.

There were opportunities to network with top professionals in the agricultural and food industry business, and gain knowledge on emerging trends in the agricultural and food industry.

Attendees toured the North Carolina Correction Enterprises Farming operation at Caledonia Correctional. The tour included the farm operation, the cattle operation, the cannery and the fresh produce distribution center.





FOOD SERVICE NEWS

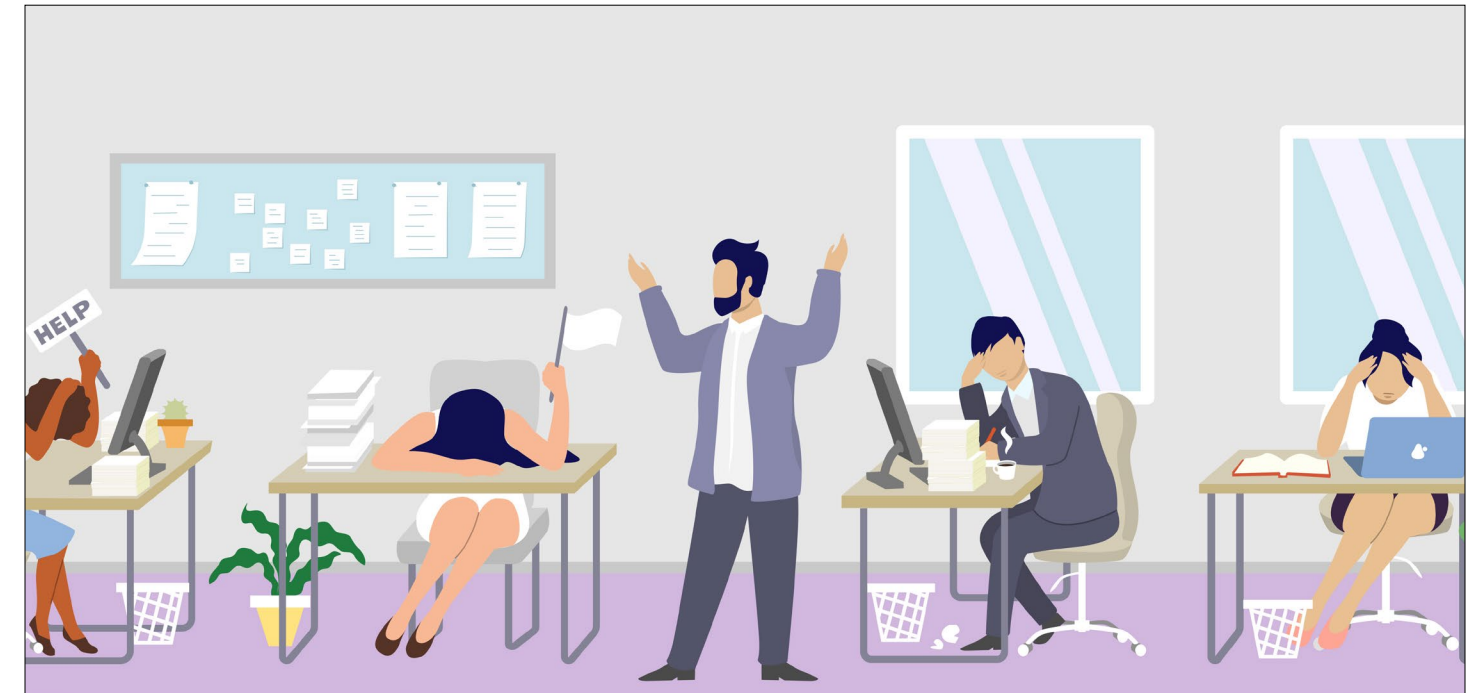


Alternative Entrée Program: Production Kitchen

The Alternate Entrée Production Kitchen (AEP) at FDU is now fully operational! We started production on September 2 with actual meal service at Wilcox State Prison that began on September 27. The meals produced in this kitchen are flash frozen and then distributed to facilities throughout the state of Georgia. Once in the facility, meals will be reheated and are ready-to-eat by the restricted vegan offender population. The development of the Alternative Entrée Program has taken a lot of hard work and dedication from Food Service and Food Distribution Unit staff. We are very excited to be in production, and we thank everyone involved in making this happen.



REFRESHER: COMPLACENCY



• “STOP THINKING” •

• “DISENGAGED” •

When your employees are not asking, challenging themselves and others, this is cause for concern; for one, they have stopped adding value. **When they have decided to just go with the flow, they have decided to stop thinking** and are only concerned about executing what they are being asked to do. A recent study by an organization revealed that employees are not thinking beyond the obvious and are playing it too safe at work. Because of the fear of losing their jobs, they don't want to be viewed as overly disruptive and they don't want to be perceived as a non-team player.

When their head and their heart are not into it anymore, this is a strong warning sign that they may have “checked out”. Pay close attention to how focused your employees are in their work. Gauge their excitement with new responsibilities and engagement with their colleagues. Are they taking it upon themselves to be collaborative and focused on moving departmental objectives forward? Or are they lost in the clouds, working fewer hours and only doing just enough to get the job done.

• “DONT INVEST IN THEMSELVES” •

• “STOP TAKING INITIATIVE” •

You know those employees on your team or in your organization that are focused on success and achievement. Generally, they are quite active when it comes to investing in themselves to develop their skill sets and relationships throughout their careers. When your employees stop investing in themselves, it is an early warning sign that they have lost their drive to **become a high performer**.

When employees stop thinking, they are on the path of becoming unproductive and complacent. They stop taking the lead on their assigned tasks and lose their desire to inspire others to follow them. In fact, they **begin to follow more than lead**, and their attitude becomes more noticeably distant.

