



Have You Heard...?

Spring 2021

Georgia Correctional Industries

REHABILITATION THROUGH INNOVATION

GCI Rogers Farm in April - Corn



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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



Everyday HERO



Chris Corn

"I wanted to nominate Chris because he rocks! I was tasked with developing an easier way to track GCI's training, and out of the blue Chris calls me and says *"I have something for you to look at"*. The training log he developed is super awesome, easy to read, very user friendly and it helped me out tremendously. Chris always shows random acts of kindness and for that HE is my hero. Thanks Chris!!"

- Akena Davis, Business Analyst 2, Decatur



Galen Farmer

"When his supervisor retired, Galen Farmer stepped up as the interim Plant Operator 4 for the Food Distribution Unit Meat Processing Unit. Prior to that, Galen was out of work for three months. When he returned to work, Galen assumed responsibility for ensuring the production requirements were met. During this time, there were some days we experienced reduced inmate labor and reduced work staff. He comes in early and stays late to make sure the plant is ready to go the next day. He has worked some Fridays (if needed) to keep the production numbers up. He has taken on the tasks of keeping up with supplies and the paperwork while learning the role of the supervisor. Galen is very conscientious and is always making sure the job gets done every day. He has been employed at FDU since 2013 and is a definite asset to GCI and to FDU."

- Lynette Fulford, Business Analyst 1, FDU



Lynette Fulford

"At GCI there is not a Human Resource Department at each facility. Only two locations have personnel that perform HR duties and one is FDU. Ms. Lynette is a valuable asset to the organization. She works with the business department plus the local contact for HR matters. She always does whatever the SOSTC Human Resource Department asks of her regarding HR. I could not do my job without Lynette's help. Reports are always done before the deadlines, documents are emailed in a very timely manner and whatever I ask of her it is done with no problems. Hands down, Lynette is a dedicated employee with over 32 years of experience with the department."

- Jan Preston, Human Resource Analyst, GCI/GDC

"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."



Ken Gordon

"The FDU Staff would like to nominate Kenny Gordon as *Everyday Hero*. Kenny is always very timely in servicing his "internal customer". Whenever we send up a request for something, within a matter of minutes Kenny has fixed the issue or is at least working on it. He has always been friendly and helpful. When I first started working with GCI and met Kenny I said to myself... "that's one person I want to make friends with and keep him around". He is a GREAT asset to GCI and the State of Georgia."

- FDU Staff



Patsy May

I recommend Patsy May as an *Everyday Hero*. She's assigned to Pulaski Garment Plant. She's been instrumental in setting up and maintaining a secure environment for the Officer Uniform inventory and production line; implementing new products, (utility masks, backpacks, specialty items, etc.), plus she was the acting Plant Manager for the Pulaski Garment Plant from November 2020 until the position was filled.

She's had a major impact on offender training: teaching them how to stitch, hem, and seam garment components together to create a quality garment. Her efforts have generated great dividends. Her attitude in taking an active role and living by our values of teamwork has taken her far. I want to thank Ms. May for the fantastic job she's been doing for GCI and that she continues to excel. I'm deeply grateful for her endeavors during the challenging times of 2020.

- Joe Denmark, Operations Manager, Regional Office



Lacie McCumber

"I would like to nominate Lacie McCumber as my everyday hero. She is one of the best people I have ever met! She is so smart, kind, funny, selfless, positive, and such an animal lover. She truly cares about everyone and makes sure that everything is fine. She is willing to give a hand to any and every one. I still remember my first day with GCI. She was waiting by the corner with the biggest smile on her face and we instantly clicked! On that day I knew, I made the best decision by coming here. Since then, every morning we will always have coffee and conversation to get our day started. This alone really helps, especially if you are having a tough morning or day. Lacie is my mentor and my rock. She is who I turn to if I have any questions or issues with finances. Most importantly, she has turned into one of my best friends. I am so blessed that she has been there for me from my best days to my worst days. I love her so much and I do not know what I would do without her!"

- Renee Allen, Financial Ops Generalist, GSP Regional Office



STAFF EXCELLENCE AWARDS

Each year, we recognize our most outstanding employees with the Staff Excellence Award. This award is in recognition of outstanding performance, dedication and positive attitude they display on a regular basis. Since these individuals are examples of "excellence" for GCI they will be candidates to receive GCI's highest honored Award - Employee of the Year.

Individuals were selected that exemplify the following qualities:

- Work performance
- Leadership skills displayed on a daily basis
- Initiative when given additional tasks
- Customer service skills (both internal and external)
- Operational management of their assigned area
- Adaptability to new changes
- Communication to all levels of staff, inmates, management, customers, and public
- Dependability
- Integrity
- On-the-job training

Congratulations to our 2021 Recipients!

Renee Allen

Otis Pope

Debra Simmons

Penny Brantley

Anthony Powell

Larry Thomas

Pat Brown

Trevor Robinson

Lakethia Tolen

Shelley Hermann

William Rutledge

Kali White

Patsy May

Zandria Samuel

Otis Wiggins

VIRTUAL AWARD CEREMONY



"This year's award has been selected to represent the three main divisions of GCI: Agribusiness, Food Service and Manufacturing. The four colors and the helix design demonstrate how the three divisions are intertwined, how important synergy is to our organization, as well as how vital it is that we stay on the path of Excellence allowing us to meet our Vision of Positively Impacting the Lives of all Georgians."

Congratulations to all of our award recipients!





Farewell to Our Retirees



Bonnie Grimes

Bonnie Grimes began her career in November 1995 at Rogers Farm as an Operational Analyst Technician. She was promoted in 2003 to an Administrative Op 2 where she remained until 2017. During that time, she was promoted to Financial Op 3 position at the GCI Central Farm Office. Bonnie remained in this position until her retirement in March 2021.

“Bonnie was always a joy to be around. She had a smile on her face and always made everyone feel special. She was very talented and kept most of us in line with our procurement issues. Bonnie was always in the middle of a conversation with someone and that usually involved laughter and smiles. She was outstanding at her job duties and her ability to make each person feel special. She also assisted them with getting their jobs done timely and correctly. I will miss Bonnie dearly, but I hope the best for her and her family during her retirement. She is truly a very special person and I will miss her smiling face each day at work. I would also like to personally thank Bonnie for all the assistance she gave me when I arrived” said Deputy Director of Agribusiness, James Rogers. In retirement, Bonnie plans to spend time with family. We appreciate Bonnie’s years of service and dedication, and we wish her the best of luck in retirement.



Mike Rowland

Mike Rowland began his career with GCI in 2000 working in Field Service as a contractor. In 2001, he was hired full time at the Tag Plant. He was later promoted to Supervisor at Dodge Wood Plant in 2005, and in 2013 was promoted to Plant Manager where he remained in the position until his retirement on May 1, 2021 with over 20 years of service to the State of Georgia.

“I have enjoyed working with Mike during our time together at GCI, and I consider him a valuable asset to our company and an enjoyable presence to be around as well. While he will be missed by all of us at GCI, he certainly deserves his retirement. His hard work and diligence have greatly benefited our company, and I hope that the remaining employees here will strive to follow his stellar example. Mike’s guidance, contributions and leadership to our overall strategy and daily operation of the Wood Plant have developed a self-directed and sufficient team. I wish Mike the best in his future endeavors. Retirement will surely offer him many new opportunities. I am confident that he will find the same success and happiness in retirement that he experienced during his time here. I hope you have a fun and fruitful retirement!” said Operations Manager, Joe Denmark. In retirement, Mike plans to spend time with family, fish, camp and travel. We appreciate Mike’s years of service and dedication, and we wish him the best of luck in retirement.

“Thank You for Your Years of Service!”

“We wish you the best of luck in retirement!”



Richard Sikes

Ricky Sikes began his career with GDC in 1994 as a correctional officer. In 2000, Ricky transferred over to GCI Farm and continued as a correctional officer on the farm. In just one year, Ricky was promoted to a Farm & Livestock 2 position at Montgomery Farm where he was then promoted to Farm & Livestock 3. Ricky transferred to Rogers Farm in 2018 and remained in this position until his retirement.

“Ricky has been a tremendous asset to GCI. He has always been reliable and has played an integral part in our success at Joe Kennedy, Montgomery, and Rogers Farm. Ricky’s training on multiple farms, as well as his security knowledge he received early in his career, made him a valuable asset to GCI Farm. Ricky will be missed dearly. He has done a tremendous job at completing his duties on time, and GCI has achieved much success from allowing him to use his talents and job skills. I wish Ricky the best in his new career and life as a retiree” said Deputy Director of Agribusiness, James Rogers. We appreciate Ricky’s years of service and dedication, and we wish him the best of luck in retirement.



David Wickstrum

David Wickstrum began his career with the State of Georgia in 1996 as an officer with Treutlen PDC. David’s dedication to his job and professional work performance allowed him to remain at the facility for 16 years. In 2012, David transferred to Rogers Farm as a correctional officer. We quickly realized that you could always depend on Mr. David to be at work on time and to complete his job duties each day. He was without a doubt a very valuable asset to our organization as well as allowing GCI to use his extensive

training in the security. David was promoted to Farm & Livestock 2 position at Rogers Farm in 2018. He worked with row crops and was a tremendous asset. David remained in this position until he announced his retirement in January 2021.

David was responsible for all row crop production and hay harvest each year. He was very good at what he did, and he was a pleasure to work with each day. David was very independent and always completed his workload on time and correctly. David will be greatly missed each day. He would always be the first one to work each day and often the last person to leave the farm during those long summer days. I wish David the very best and want him to know that he will be missed dearly. I sincerely hope David will enjoy his retirement and his family. He has definitely earned his time and will be dearly missed by the entire staff. We appreciate David’s years of service and dedication, and we wish him the best of luck in retirement.



WELCOME, NEW TEAM MEMBERS!

“Your Excellence Drives our Success”



Kelsie Goodin
Customer Service
Decatur
(New Employee)



Geoff O’Gorman
Transportation
FDU
(New Employee)

NEW EMPLOYEES

Cody Anderson
Farm & Livestock Spec 2
Rogers Farm

Jonathan Cole
Farm & Livestock Spec 2
Rogers Farm

PROMOTIONS

Renee Allen
Financial Ops Spec 2
Regional Office

Penny Brantley
Financial Ops Spec 2
Screen Printing Ops

Shelley Hermann
Financial Ops Spec 2
Dodge Wood Plant

Stephen Kinnett
Farm Manager
Rogers Farm

Lacie McCumber
Financial Ops Spec 3
Regional Office

Michela Rinear
Financial Ops Spec 3
Joe Kennedy Farm

Joseph Thomas III
Farm & Livestock Spec 2
Rogers Farm

TRANSFERS

James Anderson
Plant Operator 3
Rogers Canning

Freddie Armstrong
Fac Maintenance Engineer
FDU

Melvin Cleveland, Jr.
Plant Operator 2
FDU

Louie Hightower
Printer 2
Smith Sign Plant

Jessica Santana
Financial Ops Generalist 2
Joe Kennedy Farm

Carolyn Stephens
Plant Operator 4
FDU

Donnie White
Farm Manager
Rogers Farm

In remembrance of our
Friend and Colleague



Larry DeFloria

August 18, 1955 - April 6, 2021



12,000,000+

TELFAIR TAG PLANT:

Over 12 Million License Plates Produced!

Telfair Tag Plant began manufacturing flat motor vehicle plates for the State of Georgia in November 2015. During the startup of this operation, we had to produce an overabundance of tags as the State Tag Offices were severely depleted. For the first three months, we had to print 12 to 14 hours per day – producing upwards of 30,000 plates. Since then, we have streamlined our process to effectively meet the supply and demand of our customers. We have consistent numbers in printing each year with our Print on Demand (POD) file growing considerably.

Our production numbers demonstrate that we started with a “bang” producing over 2.5 million plates the first year and we continue to produce over 2.0 million plates annually even during COVID-19. Production turnaround times on the

PODs is 1.05 days, down from 1.17 days in 2019 and 1.32 days in 2018; this is exceptional especially during the pandemic and exceeds our contract terms of 3-day turn around.

We have now surpassed the 12,000,000th plate for the Tag Plant. Currently, our biggest accomplishment to date is not having any late orders. We all take great pride in this and our goal is to provide great customer service, along with a great product, in a timely manner. Under the direction of Plant Manager, Dana Grinstead, all the team members with the exception of one employee, are original. Please help me congratulate and thank this team for an excellent job! Their excellence drive our success! – David Horne, Danny Edge, Jaime Edge, Josh Everett, Jon Scarborough, Alice Taylor, Katherine Jones, and Rufus White.



1. Printing the plates from scheduling on Matan Printers



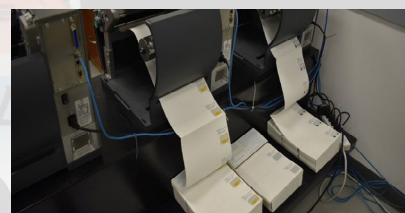
2. Running rolls of printed plates through the applicator



3. Blanking the tags



4. Sorting blanked plates on conveyor



5. Printing registrations for fulfillment customers.

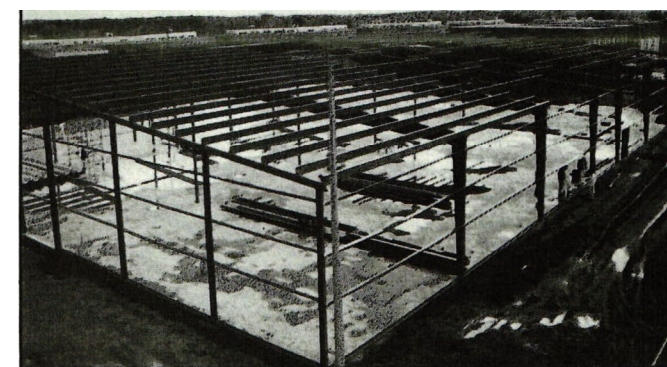


6. Inserting tags and registrations in envelopes for mail stream

BLAST FROM THE PAST

“Throwback” GCI Tag Plant article from 1992!

With the production of over 12 million flat plates since 2015, we felt it was fitting to share this article with you from 1992 when the Tag Plant was under construction. Here we are 29 years later, producing motor vehicle plates in the same building with much improved technology and speed, of course! Please enjoy this Blast from the Past!



Construction of original Telfair Tag Plant



Specialty tag offerings have increased from 90 in 1992 to 369 in 2021



The offender crew has been reduced from 65 to 17 due to technology and greater efficiency.

TAG. WE'RE IT!

Georgia Correctional Industries is building a new license plate manufacturing facility at Telfair Correctional Institution in McRae. Under the direction of two GCI Construction Supervisors, a crew of some twenty inmates with skills ranging from concrete finishers to block layers, to electricians and plumbers, has construction well underway on the 36,000 square foot facility which will utilize state-of-the-art technology. Georgia will be only the second state to use a newly developed 3M process for precoated, fast-drying sheeting; New York was the first. The new manufacturing process will not only cut the time required to make a tag by about 50 percent, but will also eliminate serious environmental concerns. The present process requires dipping the tags in a clear coat vat and then circulating them through a large convection oven. Neither the clear coat vat nor the large oven will be needed for the new operation.

The design for Georgia's current tag, which displays a peach logo for the first time in 50 years, was provided by the Georgia Department of Revenue. It garnered second place in competition sponsored by the Automobile License Plate Collectors Association. South Carolina's depiction of a wren on its tag was selected as first. License plates are, of course, issued for the primary purposes of identification and revenue generation. However, many states are becoming increasingly innovative in plate design in order to promote tourism and show pride concerning historical events, products, and agricultural superiority.

There are approximately 1 to 1.5 million car, truck, and motorcycle tags sold annually in Georgia. Annual and multi-year tags come off the production line at GCI's current tag manufacturing facility in Reidsville at the rate of 1200 per hour when in full production mode. License plates have been produced at Reidsville since the 1930's. GCI assumed operation of the tag plant in 1966 and employs a plant manager and five supervisors to operate this important facility and manage its sixty-five inmate crew.

There are approximately 90 designs for specialty tags. Among them are those for colleges, veterans, fire fighters, the handicapped, national guardsmen and reservists. Personalized or “prestige” tags are also very much in demand.

New license plates were issued every year until the Georgia General Assembly, for budgetary and economic reason, amended the law to allow for multi-year tags beginning January 1, 1971, with the exception of specified truck tags. (O.C.G.A. 40-2-31)

During the next new tag issue year in 1995, approximately seven million tags will be ordered. To ensure availability, production must begin at least 24 months in advance, with the new design a well-kept secret until revealed by the State Revenue Department. The tag plant facility being built in McRae will provide storage space for 5.8 million tags.

Georgia Correctional Industries is proud of its new tag manufacturing facility, which should be operational by July 1, 1992. The newly developed manufacturing methods will create a more-efficient, less-costly, cleaner, safer, and more environmentally sound process for producing a quality tag.



NATIONAL NUTRITION MONTH

"Personalize Your Plate"



Every Wednesday, for five weeks, Tift Café and Staff Dining operations across the state featured a "Healthy Option" dish and theme to help staff and visitors make healthier decisions throughout the month. This year's theme was "Personalize Your Plate", which supports the philosophy that there is no "one size fits wall" approach to health and nutrition, and every healthy decision you make is a step in the right direction. Making small changes can have an overall cumulative healthful effect.

HIGHLIGHTS

Activities All Month Long!

1. **"Trivia Monday"**: Every Monday, staff received the week's nutrition focus, such as "Plan Your Meals Weekly" along with tips to improve healthy eating habits. In addition to the tips, staff was also challenged to complete a Nutrition Crossword puzzle, Word Search and Sudoku puzzles.

2. **"Healthy Tip Tuesday"**: Each Tuesday staff received a healthy tip such as "Power Up With Breakfast", and they were provided a list of 20 or more tips to help achieve the goal.

3. **"Recipe Thursday"**: Each Thursday, a healthy recipe including ingredients and cooking instructions was shared company-wide. All recipes were approved by our Dietitian, Trevor Robinson. Staff was encouraged to make the dishes and submit pictures of their cooked dish. Prior to the kick off of National Nutrition Month, a catalog of healthy recipes shared by GCI staff was shared to Google Drive and accessible to all staff.

4. **Access the link below for all of the recipes:**

<https://drive.google.com/file/d/1cTRNqFrBwUjZC0x-glIcQ3cV6aLc3nO6i/view?usp=sharing>





HEALTHY INITIATIVE



On March 1, 2021, Georgia Correctional Industries implemented an updated Georgia Department of Corrections offender master menus. Our main focus was to enhance the fruit and vegetable menu offerings, incorporate Georgia Grown selections and increase whole grain usage within existing recipes. Multiple menu items were tested in facilities throughout the state, such as the whole wheat sugar cookies, rolls and muffins, fruit salad, vegetables, salad recipes, egg casserole, and more. After reviewing staff and offender feedback, the most popular recipes were added to the master menus with much excitement and enthusiasm. We will continue to review the offender menus and look for ways to add variety.



AGRIBUSINESS NEWS



The Agribusiness division will add the Georgia Grown® label to cases for all farm canned vegetables and farm frozen eggs. The Agribusiness division will incorporate the label on the signs as well at the dairy, canning, and egg food processing location, and the fresh vegetable units at Rogers and Dooly Farms.

One of the largest industries in Georgia is agribusiness. GCI's agriculture programs manage over 13,000 acres for crop production, livestock and grazing. Our programs produce over 40% of the ingredients utilized within its Food Service operations. GCI is proud to have ingredients that carry the Georgia Grown® label.

The image below features GCI Farm milk, grits and cornmeal with Georgia Grown® labels.





“LET’S GET COOKING!”

Virtual Cooking Classes



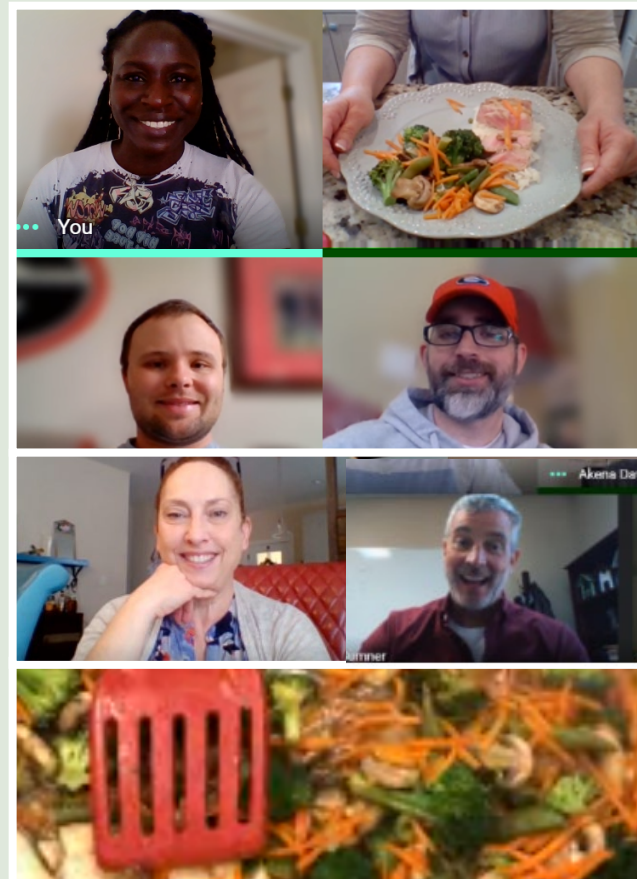
March was National Nutrition Month, and we hosted two virtual cooking classes. The first was hosted by DeLana Powell, Reentry Coordinator (Decatur) and Kevin Wade, Director of Financial Services (Decatur) hosted the second one. All healthy recipes were approved by our Dietitian, Trevor Robinson.

DeLana cooked a delicious Pan-Seared Ahi Tuna dish while sharing useful tips for chopping garlic and sauteeing vegetables. Kevin cooked a delicious chicken and potatoes dish while sharing tips for adding a zesty flair by using freshly squeezed lemon.

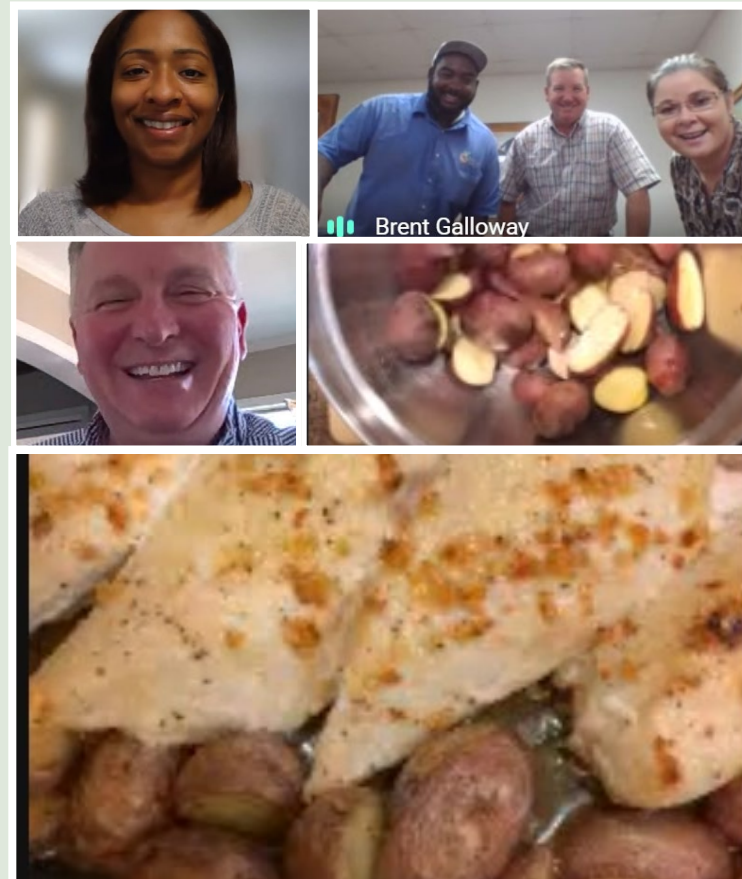
ACCESS THE LINK BELOW FOR DELANA’S PAN-SEARED AHI TUNA RECIPE:

<https://drive.google.com/file/d/1cTRNqFrBwUjZC0xgIlcQ3cV6aLc3nO6i/view?usp=sharing>

“Dishing with DeLana”



“Cooking with Kevin”



NATIONAL NUTRITION MONTH

Recipe: Garlic Chicken & Potatoes

“Special *thank you* to Kevin Wade for sharing this delicious recipe!”

- **PREP TIME:** 20 minutes
- **COOK TIME:** 50 - 60 minutes
- **TOTAL TIME:** 70 - 80 minutes

SERVINGS: 4 servings

INGREDIENTS:

- 2 pounds small red-skinned potatoes, quartered
- 3 tablespoons extra-virgin olive oil
- 1/2 teaspoon cumin seeds (optional)
- Kosher salt and freshly ground pepper
- 4 cloves garlic, finely chopped (garlic powder can be substituted)
- 2 tablespoons packed light brown sugar
- 1 lemon (1/2 juiced, 1/2 cut into wedges)
- Pinch of red pepper flakes
- 4 skinless, boneless chicken breasts (1 1/2 to 1 3/4 pounds)
- 2 tablespoons chopped fresh cilantro or parsley (optional)



HOW TO MAKE:

1. Position a rack in the lower third of the oven and preheat to 425 degrees (F). Toss the potatoes with 1 tablespoon of olive oil, the cumin seeds, 3/4 teaspoon salt, and pepper to taste. Spread in a large baking dish and roast until the potatoes begin to brown, 25 to 30 minutes.
2. Meanwhile, heat the remaining 2 tablespoons of olive oil in a small skillet over medium heat. Add the garlic and cook, stirring frequently, until lightly golden, about 2 minutes. Remove from the heat and stir in the brown sugar, lemon juice and red pepper flakes. Remove the baking dish from the oven, push the potatoes to the sides and arrange the chicken breasts in the middle. Season the chicken with salt and drizzle with the garlic mixture. Return to the oven and bake until the chicken is cooked through and the potatoes are tender, about 20 minutes.
3. Remove from the oven; transfer the chicken to a cutting board and slice. Add the cilantro to the baking dish and toss with the potatoes. Serve the chicken with the potatoes and lemon wedges. Drizzle with the pan juices.
4. Enjoy!

