



Have You Heard...?

Spring 2022

Georgia Correctional Industries

REHABILITATION THROUGH INNOVATION



IN THIS ISSUE

2	Our Mission and Vision
3	Our Core Values
4	Service Awards
5	Congratulations!
6	Operations Highlight: Smith Sign Plant
7	"Why I Work At GCI"

8-9
10-11
12
13
14-15
16
17
18
19

Everyday Hero
New Look: GCI Headquarters
Retirees
New Employees
Agribusiness News: Our Farm Team
2022 NCIA Conference: Louisville, KY
Have You Heard?
Food Service News: Updates
2022 Cattle Industry Convention & Trade show

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



SERVICE AWARDS

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

HENRY CHATMAN 10 YEARS



Henry has 10 years of service as a dedicated state employee. He is a Heavy Equipment Operator 3 (truck driver) at FDU in Milledgeville. He displays great skills in keeping things organized and has a strong work ethic. Henry is always smiling and takes good care of his equipment. He says, "You just feel better if you ride in a clean truck". In his spare time, Henry is an avid gardener. We appreciate what Henry does with the milk deliveries. We asked the HEO drivers to keep track of the empty milk crates they retrieve from all facilities. We never have to worry about Henry's runs. He is always faithful to bring back his run's milk crates.

DANA DURRENCE 5 YEARS



Dana has five years of service as a dedicated state employee. He is a Supervisor 3 at Rogers Canning Plant. Dana displays great organizational skills and he is honest. He is always smiling and willing to help anyone. He consistently completes all of his tasks in a timely and efficient manner. Dana is someone we can always rely on. We appreciate everything Dana does on a daily basis to make sure our operation runs as smooth as possible. He is a valuable asset to the GCI team.

CONGRATULATIONS!

Please join us in congratulating Dan Sims, Offender Package Program Manager at Lee Arrendale State Prison, who was selected as the NCIA Southeast Region Staff Award winner. The Staff Award recognizes outstanding performance and supervisory excellence by correctional industries personnel nationally. Dan and all of the other regional award recipients, as well as the national recipient, were recognized at the NCIA Awards Banquet at the 2022 National Training Conference in Louisville, Kentucky in April. We are proud of Dan and all that he has accomplished.



2022 NCIA RACING TO SUCCESS
Congratulations to the NCIA
2022 Regional Staff Award Recipients
Dan Sims
Southeast Region
Jessica Stanek
Central Region
Ashlee Armye
Northeast Region
Kelly Pegoda
South Central Region
Nicole Chandler
Western Region



Please join us in congratulating William Rutledge, CAD Drafter at Walker Metal Plant, who was selected as Georgia Northwestern Technical College's 2022 GOAL winner.

The Georgia Occupational Award of Leadership (GOAL) first launched in 1977. It focuses on excellence in technical education. William attended the Regional GOAL competition in March, and judging was held April in Atlanta. The statewide winner was announced during the conference at the awards ceremony. We are proud of William and all that he has accomplished.

"Achievements should always be celebrated. This is your time and it's your day. Congratulations on your achievement."



Plant Supervisor, Blair Driggers entering the art file data into the system



Reading the art file dots and adjusting the camera on the digital flatbed cutter. This will allow for the cutting automation.



The Zund G3 M-2500 digital flatbed cutter in process.



The final product, cut and packaged. IFTA (International Fuel Tax Association) ststickers are typically packaged 100 per pack.

OPERATIONS HIGHLIGHT: SMITH SIGN PLANT

Smith Sign Plant produces so many signs and decals for our state, city, and county government agencies. In late August 2021, our Sign Plant hit a dilemma. The old cutting machine was in poor condition and eventually stopped working. During this time, we did not have a back-up machine to chime in while that one was down. Due to this issue and the huge demand, GCI came to the decision to invest \$154K in a new multi-material digital cuttning machine. Our Sign Plant now has a top-of-the-line Zund G3 M-2500 Digital Flatbed Cutter. This investment has helped out tremendously with our decal production by fulfilling our current back orders

and supporting our future orders.

The speed and efficiency of this machine is impeccable. Along with the large format Roland printers, orders that would have normally taken 1 - 4 weeks can now be done in a third of the time. This machine also allows for a precise contour cut of any design, which can increase our product line to include items like door/rear view mirror hangers, tags, custom cut yard signs and more custom projects! We are so thankful for this new equipment, as the possibilities for this manufacturing facility are endless!

“WHY I WORK AT GCI”



CJ Jenkins, Warehouse Supervisor 2

“I work for GCI because it has been a platform that has left me standing. It has allowed me to be an example of motivation for change while being able to constantly be a part of helping offenders transition back into society. My story began while incarcerated then transitioned into positive reentry and success at GCI, where I now continue to shape, form and balance an amazing transitioning nest through the good and the bad, the yin and yang. GCI has made me better, day in and day out. That’s why I work for GCI.”



Trevor Robinson, Dietitian Advisor

“I love working for GCI because no day is ever the same. Each day I am presented with new challenges and situations, which really helps me to stay focused and interested. At GCI, the teamwork that everyone shows is second to none and makes it feel as though we can accomplish any task that comes our way. I feel the work I do every day at GCI makes a difference to the people that live in our state, and I know when I go home that I truly did something meaningful and important. I am grateful to say that working for GCI has been very rewarding and enjoyable during my time here and I will strive to keep it a great place to work for years to come.”



Joni Merk, Print Plant Manager

“Sometimes I ask myself that exact question. There is a saying “Nothing is constant but change”. That is certainly true with GCI. I wonder a lot if I have accomplished anything over the 17 years I have worked here. Then an offender will thank me for showing them respect and setting a good example for them to follow and for just listening to them. I prayed many times for God to GIVE me patience. I certainly have learned tolerance and empathy since I have been here. Be careful what you pray for because God just may send you to work for GCI.”

“I feel the work I do every day at GCI makes a difference to the people that live in our state, and I know when I go home that I truly did something meaningful and important.”



Everyday HERO



Renee Allen

“Renee is a hard worker with an upbeat personality and a joy to be around and to talk with and will pick up anyone’s spirits when they are having a bad day. She is very knowledgeable in what she is doing and always willing to help anybody when she can.”

- Jack Upshaw, Plant Manager, Dodge Wood Plant



Brad Hooks

“Brad Hooks has consistently provided support and assistance to the Sales team. His referrals and introductions have resulted in numerous large orders and have enabled GCI to expand our product offerings through Georgia. His recent efforts have resulted in large sales in Tennessee and we are quoting a very large job in Arizona. Brad has helped the Sales team with numerous introductions to county sheriffs and jail wardens at trade conferences or with telephone calls. Brad’s thoughtful insights have resulted in numerous custom designs that solve customer problems and help GCI expand. Thank you, Brad.”

- Dan Fagan, Sales & Marketing Director, Decatur



Bill Blum & Joe Denmark

“Bill Blum and Joe Denmark traveled to Columbus State University to assist Anthony McKee on a very large reupholstery order. Joe’s experience and insights helped Bill suggest custom solutions to the school and helped Anthony sell the custom solution. The extra effort of Bill and Joe is above the call of the job; and we greatly appreciate the added expertise. Thank you, Joe and Bill, for taking a day to help close another sale. Anthony and Auggie Latorre got a lot of training which will help gather more sales in the future.”

- Dan Fagan, Sales & Marketing Director, Decatur



Allen Pittman

“Meet the man behind the grind. I would like to recognize Allen Pittman as an Everyday Hero. Allen is assigned to the Joe Kennedy gristmill as a correction officer. He draws a detail each day, transports then to JFK and supervises the production of grits and corn meal. His position’s importance and responsibilities go far beyond just managing a work detail. He maintains all milling equipment, maintains mill sanitation to Department of Agriculture specifications, and above all, this man is responsible for the production of grist product for all facilities served by FDU. He is just one of many GCI correctional officers whose responsibilities go far beyond the badge. He is a true asset to Joe Kennedy Farm operations. I appreciate his efforts and his dedication to GCI.”

- Russ Connell, Joe Kennedy Farm Manager

“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.”

Hays Optics Plant Staff

(L-R) Zeta Reynolds, Vickie Bentley, Patricia Robinson, Eduardo Morales, Beverly Wilson and Jessica Kyser



Walker Metal Plant Staff

(L-R) Chuck Purcell, Joe Langston and Shawn Spear



“I would like to nominate everyone at our Walker Metal Plant (Joe Langston, Shawn Spear and Chuck Purcell) and our Hays Optical Plant (Eduardo Morales, Beverly Wilson, Patricia Robinson, Zeta Reynolds, Vicky Bentley and Jessica Kyser). Both plants deserve recognition because they are the *Dream Team*. Their work ethics and positivity are out of this world! Always willing to go above and beyond to help out anyone. When you visit either plant, they welcome you with open arms and treat you like you are family. They stand out to me because no matter how much wrong can happen in a day, they always work as a team to tackle any issue and have a positive outlook on any situation. They are amazing!”

- Renee Allen, Financial Ops Generalist 3, Regional Office

DECATUR'S NEW LOOK



“Our headquarters now has a new look and feel.”

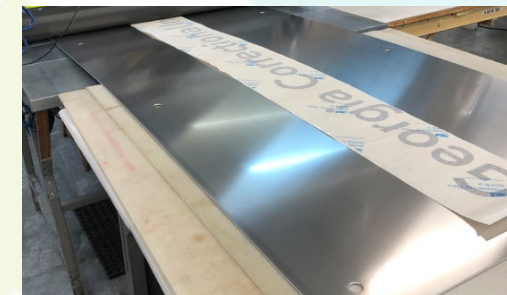
Once the final design for the new Decatur office signage was approved, Metal Plant Manager, Joe Langston and his team began the production process from the drawings supplied. Smith Sign Plant Manager, Cliff Conley, and his team began working on the graphics supplied by Dwight Smith. The aluminum plates were sheared and drilled according to specifications and the mounting lugs for the sign were machined from raw aluminum stock in the machine shop at Walker. The mounting backplates for the signs were cut on the plasma table and received a coat of black paint at Walker. The aluminum sign plates were then transported to Smith for the graphic application and then returned to Walker for an electrostatic powder clear coating to protect the new signage from the elements for years to come. Finally, the Field Service team completed the installation of the new signs. Our Headquarters now has a new look and feel.



10 BEFORE AFTER



CAD Drafter, William Rutledge, created renderings of the new metal signage, specifying all dimensions. He also generated 3D renderings of the finished designs.

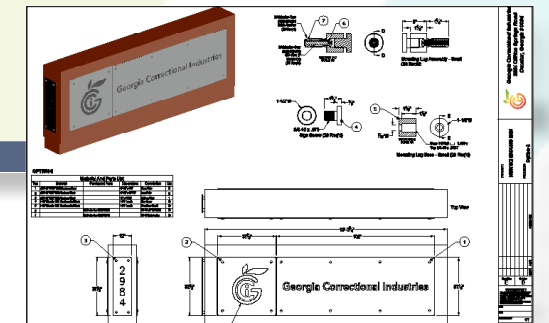


Once the signs were complete, the Field Service team, Kevin Hudson, Otis Pope and Billy Thigpen, delivered the signage to the Decatur office.



Lastly, the road signage was completed. This sign was a 3 part design, requiring extra attention to detail and all hands on deck.

Graphic Designer, Dwight Smith, created a digital rendering of the window cling design. This design served as the blueprint.



Walker Metal Plant fabricated the metal signs using raw aluminum stock and the backplates for the signs were cut on the plasma table. Smith Sign Plant fabricated the window cling and the decals for the metal signs.



After unloading all parts, Field Service began installation. They started with the building signage.



11



Farewell to Our Retirees

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



Jrell Craft

After 32 years of dedicated service, Jrell Craft retired on March 1 as the Plant Manager at Montgomery Upholstery and Panel Plant.

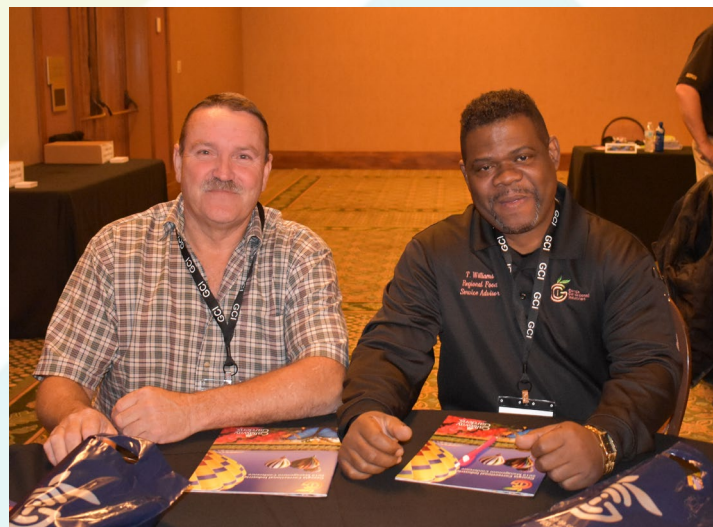
Jrell began his career at GCI in 1989 as a Supervisor 1 at Montgomery Upholstery Plant. From there, Jrell worked his way through the ranks. In 1999, he was promoted to Supervisor 3 at the Upholstery Plant and again in 2009 to the Paint Plant Manager. In 2013 he transferred back to the Upholstery Plant as the Plant Manager and he was promoted to the Facility Maintenance Engineer Supervisor there in 2019. Finally, in 2021 he transferred to the Extruded Panel Plant as the Plant Manager.

In retirement, Jrell plans to continue working at his side business, *Jrell's Handwork* in Uvalda, Georgia. He and his wife also plan to do a lot of traveling and camping. They have even made some plans to go camping with retired GCI Upholstery Plant Manager,

Jackson Spires and his wife. "Jrell has been a tremendous asset to GCI. During his career with us, he has worked at several of our plants. With his knowledge and work ethic, he has shown he can succeed wherever you put him. He is also a strong team player; always goes the extra mile to help any- and everyone.

He is an amazing mentor and it showed whenever I visited the plant. He was well respected by his staff and offenders because of his great leadership, his patience and willingness to teach everyone individually on how to do their jobs effectively. If you know Jrell, then you know he has a wonderful personality. He is the kind of person that treats you like you are family. Every time you talk to him, he is going to have you laughing the whole time! His retirement is well deserved and we would like to thank Jrell for everything he did throughout the years. Jrell truly impacted our lives."

- Joe Denmark, Regional Operations Manager



NEW EMPLOYEES

"YOUR EXCELLENCE DRIVES OUR SUCCESS"



Suzanne Brooks
Financial Ops Generalist 3
FDU



Greg Daniels
Heavy Equipment Operator 1
FDU



Chandra Fussell
PIE Coordinator
Decatur



Katherine Jones
Admin Support 2
Telfair Tag Plant



Our Agribusiness Team

- **Lee Arrendale State Prison Farm (Alto, GA - 596 acres)**
Beef unit, On-site feed mill, Hay production
- **Dooly State Prison Farm (Unadilla, GA - 125 acres)**
Vegetables & fruits, Beef unit, Hay production
- **Joe Kennedy Farm (Lyons, GA - 2,600 acres)**
Grits, Cornmeal, Average 1,600 head of background steer & heifers annually, 200 head of brood cows, Row crops, On-site feed mill, Hay production
- **Middle Georgia Farm (Davisboro & Milledgeville, GA - 1,100 acres)**
Beef unit, Winter grazing grasses for livestock, Hay production
- **Montgomery State Prison Farm (Mt. Vernon, GA - 65 acres)**
Egg production facility, Fresh and frozen egg products, 120,000-hen laying operation, On-site feed mill
- **Rogers State Prison Farm (Reidsville, GA - 9,400 acres)**
Beef unit, Dairy unit, Canned vegetable unit, Fresh vegetable unit, Row crops, On-site feed mill, 2 food processing units, Hay production



James Rogers
Deputy Director
of Agribusiness



Brent Galloway
State Farm & Livestock
Advisor

AGRIBUSINESS NEWS



Middle Georgia Farm Staff

(l-r) Danny Snow, Keith Lingold,
Anthony Sammons



Row Crop Farm Staff

(l-r) Cody Anderson, Garrett Moore, Joe Thomas,
Hunter Moxley



Canning Plant Staff

(l-r) Kasey Stone, David Beasley, James Anderson,
Yveka Snead (not shown) Dana Durrence,
Briar Kirby



Rogers Beef Unit Staff

(l-r) Donnie Smith, Jonathan C. Smith,
Justin Galbreath, Josh May (not shown)



Atlo Farm Staff

(l-r) Garrett Hart, Ross Mize,
Brent Galloway (State Livestock Advisor)



Dooly Farm Manager

Latravus West



Joe Kennedy Farm Staff

(l-r) Robert Edwards, Jason Coe, Russ Connell, Chris Earls, David Johnson, Jarrett Stewart, Wayne Pittman, Dustin Plante (not shown)



Rogers Farm Office Staff

(l-r) David Gardner, Justin Wilcox, Will Rineair, Nicki Gaultney, Kyra Odum, Jan Durrence, Jessica Santana



Montgomery Farm Staff

(l-r) Roderick Yawns, Patrick Day, Steven Foskey, Anthony Powell,
Ron Roland



Davisboro Farm Staff

Spencer Roland



Canned Vegetables Staff

(l-r) Steve Kinnett, Joe Bacher, Williams Hooks,
Brandon Grooms



Dairy Milking Staff

(l-r) Matthew Bacher, Kali White, Grady Byers,
Joshua Calloway (not shown)



Dairy Processing Staff

(l-r) James Kennedy, Walter Hill, Justin O'Neal, Terrance Smith, Charles Morris (not shown)



Rogers Farm Fresh Vegetables Staff

(l-r) Franklin Wright, Barry Cammack



2022 NCIA NATIONAL CONFERENCE



Deputy Executive Director, Amy Pataluna, Reentry Coordinator, DeLana Powell, and Engraving Plant Manager, Lathethia Tolen, conducted workshops during the National Correctional Industries Association (NCIA) Conference in Louisville, Kentucky the week of April 11. The workshops focused on food service opportunities within correctional industries, as well as GCI's partnerships with the private sector in our reentry efforts.



Pictured above is NCIA Southeast Region Staff Award recipient, Dan Sims, GCI Offender Package Program Manager, receiving his award. He was selected out of 10 other states' applicants and voted by correctional industries officers. Dan was one of five in the running for the Staff Award.



GCI provided centerpieces for the Award Ceremony banquet featuring the words *faith, hope* and *courage*. The custom pieces were produced at Walker Metal Plant.



GCI provided awards for the Award Ceremony portion of the banquet. The awards were produced by the Engraving Plant.



GCI provided slip-resistant floor decals used in various locations throughout the venue. The floor decals were made by Smith Sign Plant.



New & Improved

Sales has also revamped its conference and tradeshow set up. Marketing Specialist, Terrin Sampey, has done an amazing job with our new and improved look.



Georgia Procurement Conference

The 2022 Georgia Procurement Conference was held in Jekyll Island on April 19 -22. Staff members (l-r) Renee Allen, Akena Davis, Domini Horne, Michela Rineair and Jennifer Williams represented GCI at the conference.



Carroll County Sign Project

Here is another example of an AMAZING new sign that Sales Representative, Kevin Johnson, sold. We want to recognize William Rutledge for his great design and Joe Langston's team at Walker Metal Plant for fabrication, painting and a GREAT sign.



In-Service Training

We are excited to announce that GCI Annual In-Service Training is scheduled to resume in-person classes this year. Deputy Director of Food Service, Bobby Wiseman, will facilitate the training. We look forward to seeing the smiling faces of our staff soon!



Food Service News

National Nutrition Month - Celebrate a World of Flavors: Rutland Student Center and GCI Staff Dining was tasked with the providing Healthy options to customers. These options offered an alternative to the regular items they eat every day. There was a different healthy cuisine offered each week. Healthy literature was made available for customer to educate them.

- Wednesday March 2, 2022 featured French Cuisine
- Wednesday March 9, 2022 featured Latin American Cuisine
- Wednesday March 16, 2022 featured Asian Indian Cuisine
- Wednesday March 23, 2022 featured Chinese Cuisine
- Wednesday March 30, 2022 featured Middle Eastern Cuisine



Alternate Entrée Program (AEP): GCI is currently producing kosher certified vegan meals in our AEP kitchen at FDU. Some of the meals are *heat-and-serve*, and the others are *thaw-and-serve*. Three facilities (Wilcox State Prison, Hancock State Prison and Telfair State Prison) currently serve the AEP meals to the offenders that participate in the Restrictive Vegan Program. There are approximately 84 participants between the three facilities. The program has been a success. Seven more facilities will eventually implement the program. The facilities are:

- ASMP
- Valdosta State Prison
- Hays State Prison
- Pulaski State Prison
- Macon State Prison
- GDCP
- Autry State Prison



2022 Cattle Industry Convention & NCBA Trade Show

The NCBA Annual Convention was held in Houston, Texas on February 1 – 4, 2022. State Farm and Livestock Advisor, Brent Galloway, had the opportunity to attend the convention. There were over 8,000 cattlemen from across the USA. There were several guest speakers that delivered some very interesting comments about the beef industry and the world's economy. Those who were in attendance were Secretary of Agriculture, Tom Vilsack, British Ambassador, Dame Karen and George Foreman.

Cattlefax's Outlook seminar was the most informative outlook on the market for the cattle industry. Based on the world's cow herd decline and the increase in beef demand worldwide, the futures of beef prices look very favorable for the next 5 to 6 years. Beef exports have increased the past two years. China being the most aggressive in the market, and approaching Japan as one of the largest beef importer of American beef.

Today's beef export value per carcass is over \$400. Cattlefax also gave an outlook of the grain market and input cost being increased to over 30% for this year's crops which will put a

strain on feed prices for the cattle industry. Meteorologist, Matt Makens, also gave a 2022 weather forecast highlighting weather pattern changes for the USA and around the world. As the Farm and Livestock Advisor for GCI, this information is certainly helpful to Brent for his daily planning and managing of our framing and cattle operations.

The Georgia Cattlemen's Association asked Brent to serve on NCBA Market transparency working group, this group consisted of cattlemen from all sectors of the industry from cow/calf, stockers and feed lot producers. The group was instructed to explore several topics in the cattle markets, comparable of the cash trade versus contracted trade, reporting threshold, captive supply and market transparency. The ultimate goal was to make recommendation to the live cattle marketing committee at the annual convention.

The trade show is always a high light of the convention with over 10 acres of vendors showing the newest and updated tools of the industry. We have found this convention is always a resource to network and make contacts to keep us abreast with changes and challenges across our country.



