



# *Have You Heard...?*

Summer 2020

Georgia Correctional Industries



## **In This Issue**

- 2 Our Mission & Vision
- 3 Our Core Values
- 4-7 FY20 Top Accomplishments
- 8-9 Operations Highlights
- 10-11 Everyday Hero
- 12 Retirees

- 13 New Employees
- 14-15 Community Outreach
- 16-17 Agribusiness News
- 18 New Products
- 19 Our Focus for FY 21



# 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





# FY 20 Top Accomplishments

## On-the-Job Training for Offenders: Safety Training

- All newly assigned offenders are given orientation training consisting of, Right to Know and GCI Safety Policy. Each offender is then given in-depth safety training for the operation he/she will be performing.
- This training consists of machine specific safety procedures and Job Safety Analysis (JSA). Each year the offenders receive refresher training on all machine specific safety procedures and JSAs.
- Our CI has formed a safety committee made up of members of management and staff. The committee meets quarterly to discuss any accidents which may have occurred, review and update JSAs and updated any safety procedures if necessary.



- With the full support of GDC and through a combined effort involving staff at the Decatur office, with staff and offenders at Montgomery, Hancock and Pulaski plants, we were able to realize our goal of delivering a total of 500 backpacks to the Division of Family and Children Services (DFCS) for distribution to children in Georgia's foster care.

- We plan to grow this particular effort on an annual basis and to develop other community outreach projects as we can. This is just one more way that we are striving to meet our Vision of "Positively impacting the lives of all Georgians".

## Positively Impacting the Lives of All Georgians: Community Outreach







## Successful Reentry Programs: GCI Provides Learning, Development



- William Rutledge, a former offender, was recognized for his contributions to the Judicial Building Project by former governor Nathan Deal and GDC Commissioner Tim Ward at a ceremony in downtown Atlanta, Georgia.
- Rutledge was instrumental in the project, using his AutoCAD® skills to design custom furniture to include an impressive 16-foot conference table.



## Focusing on Customers: Designing, Creating and Installing Custom Furniture



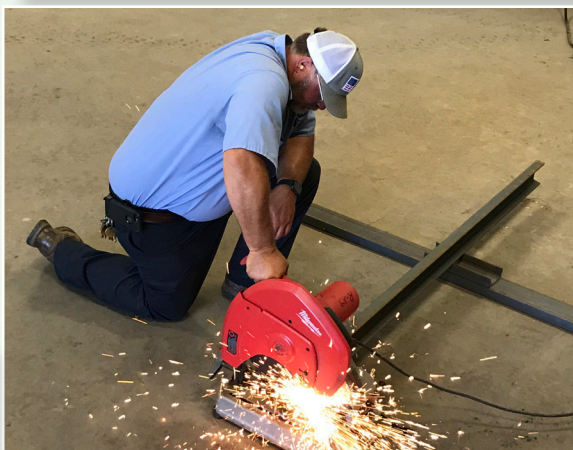
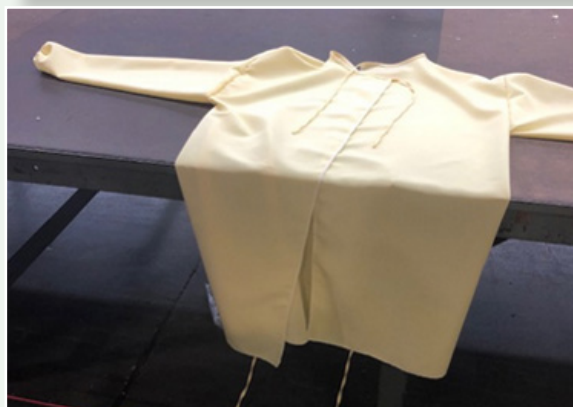
- In December, GCI completed the installation of furniture at the Judicial Building in downtown Atlanta.
- Dodge Wood Plant, Hancock Embroidery Plant, and Montgomery Upholstery Plant were instrumental in the production of the furniture for the new center.
- This project allowed GCI to display the workmanship of its products and showcase the talents of the offenders.





## GCI Responds to COVID-19: Supporting GDC and the Community

- The offenders at Pulaski Garment Plant, Central Garment Plant, Hancock Garment Plant, and Telfair Mattress Plant produced cloth masks for GDC offenders and staff. Private and county facilities also received masks.
- The Chemical Plant switched into overdrive to increase the production of disinfectants as the staff worked 12-hour shifts, Monday through Friday to produce over 2,400 gallons weekly!
- The Field Service team made essential deliveries, installations and service calls.
- The Agribusiness division continued providing essential duties on the farms including machinery maintenance, feeding livestock and making repairs to heavy equipment.
- Our Food Service professionals are working the front line of the COVID-19 pandemic, continuing to prepare meals for the offender population without fail. Daily operations have been modified at correctional facilities throughout the state during this pandemic.
- GCI staff, including the Food Distribution Unit continue to work to provide quality service and products. Central Office staff continue to communicate with facilities to make sure they have the products needed to make them a success.
- The Transportation team was essential making weekly deliveries to Georgia Department of Corrections (GDC) facilities across the state, ensuring food and supplies were delivered.

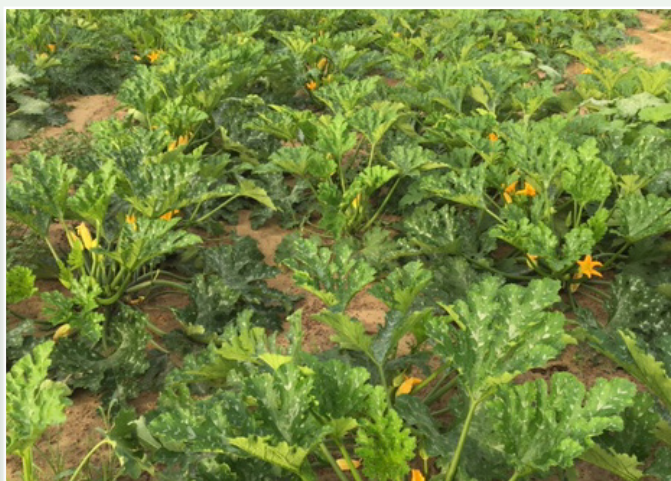






## Georgia Grown Fresh Vegetables: Demonstrating How a Farm-to-Table Industry Impacts Lives of Those Incarcerated

- Each year GCI's Agribusiness Division is tasked with growing a variety of fresh vegetables that are utilized within the Georgia Department of Corrections Food Service operations. GCI currently grows fresh produce at Rogers Farm, located in Reidsville, GA; Dooly Farm, located in Unadilla, GA and Emanuel Farm, located in Twin City, GA. Together these three farms produced over 800,000 pounds of fresh produce. This allows Food Service Operations to utilize Georgia Grown® fresh produce within their menu. This increases the variety of fresh produce options for the offenders, as well as provides the opportunity to gain knowledge on how to properly plant, harvest, store, prepare and consume these items.
- GCI's agriculture programs provide the opportunity for more than 300 offenders to work in farm operations located across the state. Emphasis is placed on efficient operations providing on-the-job training for crop production, demonstrating how a farm-to-table industry impacts their lives.





# OPERATIONS HIGHLIGHTS

## Rutland Cafeteria Shifts to Ensure a Safe Environment

The staff at Rutland Cafeteria located on GDC's State Offices South campus provides over 600 meals a day to various cadets and campus employees. During these times of uncertain change, we are dedicated to providing a safe environment for all who visit.

We have implemented many changes to help ensure the success of our mission. Several GCI entities have helped with this tremendous task. Engraving made colorful, vibrant signs to help direct traffic and keep the six feet CDC recommended distance.

Walker Metal Plant and Dodge Wood Plant combined their talents to fabricate custom safety shields designed by William Rutledge for each station. These custom shields were installed by GCI's Field Service team. The Garment Plant at Central State Prison has provided face mask for staff and offenders.

The cafeteria's menu has been modified to no-touch items to limit cross contamination. Face masks and six feet distancing are required when entering the cafeteria. It's been a team effort, involving many different areas working together to help everyone feel safer during these uncertain times.







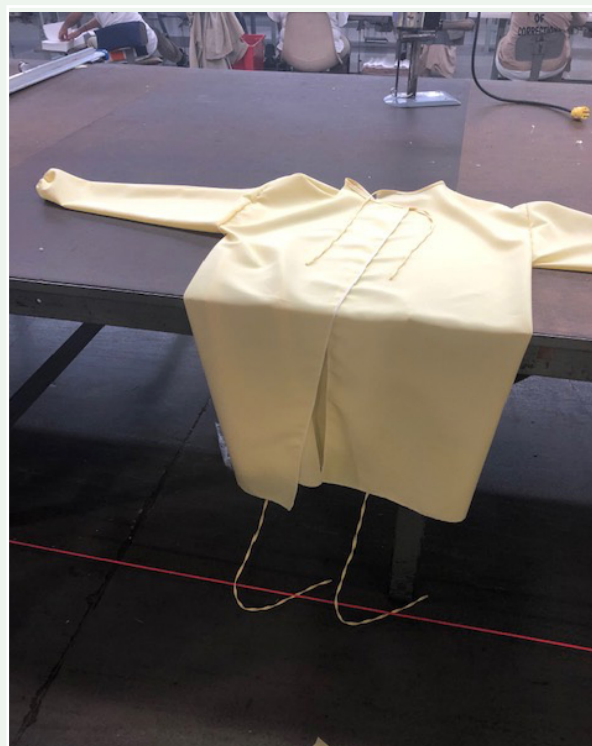
# Garment Plant Makes Cloth Gowns for GDC



Back in June, Pulaski Garment Plant began making level 1 isolation gowns Personal Protective Equipment (PPE) for the Georgia Department of Corrections (GDC). A level 1 isolation gown, is a non-surgical and minimal-to-low barrier gown. This fabric is normally used for basic care at hospitals and is recognized by the American National Standards Institute (ANSI) and meets Association for the Advancement of Medical Instrumentation (AAMI) standards. The gowns are Kimono style, which have curved armholes, open back, ties at front waist and back of neck and has elastic cuffs.

Eight offenders are involved in the manufacturing of the level 1 gowns according to specifications by following these detailed steps: (1) cut 5 pieces (body, 2 sleeves, neck & waist tie) according to specifications (2) serge around all finished ends of the gown body (3) fold and sew sleeves together (4) serge elastic into sleeve ends (5) serge inset sleeve to the body (6) bind the neck tie to neckline, (7) tack the waist tie to the body for a finished gown. Serge sewing is overlocking stitches.

Pulaski manufactures 60 gowns daily or 240 gowns per week. We are very grateful for the staff and offenders at Pulaski for their efforts; giving GCI more opportunities to provide essential products for all GDC facilities.





# Everyday HERO



**Dan Fagan**

"During these unprecedented times when the majority of Decatur staff worked remotely, Dan Fagan volunteered to provide on-site office coverage to ensure continuation of critical customer service."

- DeLana Powell, Reentry Coordinator, Decatur



**Cabastian Jenkins**

During this crazy COVID-19 pandemic for the reentry process in the Decatur office...CJ has stepped up arriving at the building early and preparing for staff to come in a clean sanitized building. He does daily temperature checks (twice a day) and records to keep records of temperatures and visitors for safety. This is an important part of our health safety and the safety of our families. Shout out to CJ - Teamwork makes the dream work! - Lakethia Tolen, Engraving Plant Manager, Decatur



**Imani Oden**

Imani is a huge team player! After some huge changes happened with our employees; including the pandemic, Imani has taken on the role of 4 customer service rep jobs and has been excelling ever since. Her constant determination, wisdom, and higher education, and positive attitude has really made her a true hero. Great things are coming her way! Way to go Imani!

- Imani Oden, Customer Service Rep, Decatur



**Chuck Purcell**

Chuck is an everyday hero to us here at the Walker Metal Plant. He is a hard working individual who goes out of his way to help others. He joined our team in Feb. 2018 as the welding supervisor. When our machine operations supervisor left in the Spring of 2019 and we were having a difficult time finding a replacement, Chuck took over the machine operations responsibilities as well as the welding and grinding area. He worked with another supervisor who agreed to take over the welding and grinding operations to help prepare them for that area. He is the back up and also serves as an approver on our RFPs. Chuck works well with the other staff members, both GCI and GDC, and is always willing to lend a hand whenever it is needed. - Steve Kaylor, Walker Metal Plant 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."*

## Annette Mack & Lisa Howard

## Joe Corbin, Garrett Brock & Robert Cauley



Annette (left) and Lisa (right) are supervisors for one of the Garment Plants that have excelled in providing personal protective equipment (utility masks) for GDC. They produce 7,200 utility masks a week and have committed to working their off day in order to meet demand! Plus, continue to make undergarments for GDC. Orders continue to come in, but these ladies steadily oversee and manage production in a timely manner. They've shown courage, conviction, integrity and both have wonderful personalities. They go above and beyond their duties and responsibilities, especially since their Plant Manager has been out, Mikesha Ford. Mikesha did a wonderful job training these ladies as it shows every day!

I recognize Lisa Howard and Annette Mack at Central Garment Plant as everyday heroes. Mrs. Howard has been with GDC/GCI for 31 years and Mrs. Mack has been with GDC/GCI for 16 years.

"Heroes are everyday people who every once in a while do extraordinary things. Not everyone gets to save lives; many of our honorees give of themselves to change lives, too."

- Joe Denmark, Operations Manager, Regional Office

The Southeast Regional Office and our Valdosta Chemical Plant would like to recognize Joe Corbin and his team at GSP as our everyday heroes. This team of professionals stepped up to the plate by helping out our Valdosta Chemical Plant during the COVID-19 pandemic. During this pandemic, the Chemical Plant was constantly receiving orders, thus having to purchase a higher than normal quantity of chemical containers. Because of COVID, the lead times on these containers were way longer than usual. As a contingency plan, we decided to accumulate extra stock not knowing how long this crisis would last. Since the Chemical Plant had limited storage, Joe and his team envisioned the opportunity to utilize one of their warehouses to store these. They manually (due to these not being palletized) unloaded and stored a total of: 13,440 cases of (1 gal) UN jugs, 10,752 cases of (1 gal) regular jugs, 8,960 cases of bleach jugs & cartons, 6,720 (5 gal) containers, 705 (55 gal) drums, and 4,224 (15 gal) drums. To sum it up, that is 20 full truckloads of containers! This is just one of many situations where they have exemplified GCI's core values. We are very appreciative for everything they continue to do for GCI.

- Joe Denmark, Operations Manager, Regional Office





# Farewell to Our *Retirees*

## *Debra Gilman*

Debra began her state career in 1987 with Georgia Department of Corrections. In 2004, she transferred to GCI as a Supervisor 2 at the Colony Farm Plant. Debra transferred to Food Distribution Unit (FDU) in 2010, and retired in March as a Purchasing Assistant 3.



## *Jerry Simpson*

Jerry retired from the Food Distribution Unit in June as the cold storage supervisor with over 35 years of service. He came to the Food Distribution Unit from the Georgia Department Of Corrections Transportation Fleet.

Jerry started with FDU in October 2000 and from day one he was the guy you could depend on to get the job done and was dedicated to doing his job. Jerry plans on doing home improvement projects and spending more time with family, especially grandchildren.







# Welcome to Our *New Employees*



**Shanna Tanner**

Financial Ops Generalist 1  
Phillips Print Plant



**Justin McCune**

Purchasing Asst 2  
FDU

**Andrew Anderson**

Farm Manager  
Rogers Farm

**William Blum**

Supervisor  
Montgomery Upholstery Plant

**Brock Hitchcock**

Mechanic 3  
Rogers Farm

**James Kennedy**

Mechanic 3  
Rogers Farm

**Shannon Panther**

Heavy Equipment Operator 1  
Transportation

**Owanda Sneed**

Plant Supervisor  
Rogers Canning Plant

**Jerome Thomas**

Farm & Livestock Specialist 2  
Rogers Dairy Farm

## **Transfers & Promotions**

**David Kennedy (P)**

General Trades Tech 3 -Joe Kennedy Farm

*“Excellence Drives  
our Success”*





# Community Outreach

GCI continues its commitment to positively impact the lives of Georgians through community outreach projects. Even while dealing with the new daily operational challenges brought on by the global pandemic, we met our goal of providing backpacks for school-aged children in Georgia's foster care.

GCI staff, along with offenders assigned to Pulaski Garment and Hancock Embroidery Plants, produced 500 backpacks with colorful and beautifully embroidered flaps. This year's design was enhanced to include an interior pocket as well as a water bottle pocket on the outside of each backpack. The backpacks were delivered to DeKalb County Department of Family and Children Services (DFCS) on July 10, 2020. They

will be filled with school supplies donated by other DFCS community partners. The filled backpacks will be distributed to children most in need in DeKalb and Fulton counties.

The additional challenges that we now face, social distancing, stringent safety protocols, and the development of new production lines for PPE items, did not deter those involved with this project. Everyone agreed on the importance of this project and stepped up to make it happen. Working together we can make a difference in the lives of others. Our plan is to make this an annual outreach project, and we will seek out additional opportunities within our communities, as we strive to fulfill our vision of "Positively impacting the lives of all Georgians".







**GCI staff, along with offenders assigned to Pulaski Garment and Hancock Embroidery plants, produced some 500 backpacks with colorful and beautifully embroidered flaps.**







## Hen Laying Operation in Full Swing at Montgomery

GCI began construction for a new egg laying facility in May 2019. The facility was completed in July 2020 with our first flock of pullets being delivered in late July 2020. GCI has a total of three houses. The remaining two houses will be filled in September and December of this year. The facility is located in Mount Vernon, Georgia next to Montgomery State Prison. Offenders are given the opportunity to learn the process of growing hens and collecting eggs on a daily basis.

The operation runs seven days per week and 365 days per year and is always in production. GCI delivers our fresh eggs to a processing facility where the eggs are cracked and blended into a frozen egg product. Once the eggs are blended and frozen they are shipped to FDU (Food Distribution Unit) in Milledgeville for cold storage. The frozen blended eggs are then delivered to all the state prisons around the

state of Georgia. In addition to frozen egg products, GCI also delivers fresh eggs to certain facilities as needed.

Our new facility is equipped with a fully operational feed mill that allows us to mix feed on sight as needed. We added an additional 35,000 bushels of storage for yellow corn which now allows us to store 95,000 bushels on sight. Our estimated annual usage of yellow corn should be around 110,000 bushels. All corn used at this facility is also grown by our Joe Kennedy Farm and Rogers Farm operation. In addition to storing corn, we also have the capability to store all other feed ingredients needed to prepare feed for the laying operation. This includes bulk storage for soybean meal and finished feed. Each house is equipped with automated feeding systems and alarm systems to monitor feed, ventilation, and water. The entire system can be monitored from your cell phone.





Information such as room temperature, water pressure, and fan units operating are constantly monitored and if issues arise, will notify the farm manager via phone. The farm manager and staff can also turn on fans and other devices from their cell phone if the need arises. In addition, the new facility has 2 standalone generators that are automatically tested each Tuesday morning to ensure they are working properly. If inclement weather arises, the facility is capable of operating the houses and coolers without an outside power source which allows us the comfort of operating in times of power interruptions which may result from bad weather.

GCI also has the capability to store enough finished feed for three days of operation. When all three houses are in operation, GCI will have 120,000 bird capacity. The eggs are collected with automated equipment and transferred to our egg room via egg conveyor where the eggs are pack-

aged for transportation to our processing vendor. Each truck contains a total of 19,800 dozen eggs. These eggs are delivered several times per week to our processing vendor. GCI normally runs about 65,000 cases per year of blended frozen egg product. This allows for a great cost savings for the state and also allows GCI to be self-sufficient when fresh eggs are in short supply.

GCI has plans to be UEP (United Egg Producers) certified in October. This organization is helpful in monitoring your safety processes as it pertains to the handling of eggs, animal husbandry, bio-security, and ensures that proper training for all staff is done accordingly. Our goal is to provide the best quality product while also having the opportunity to teach offenders a new trade. Everyone participates daily and it takes the entire organization to make sure every state prison has the eggs needed.





## Dodge Wood Plant Makes SAFETY SHIELDS



Overwhelming customer demand for protection and solutions to the threat of COVID-19 has created challenges for our sales and manufacturing team. The Dodge Wood Plant worked with Sales to build several polycarbonate shields.

Polycarbonate (also known as Lexan) is a clear plastic material that is 200 times stronger than glass. Mike Rowland and the team at Dodge worked with William Rutledge to design a few simple self-assembled prototypes. The procurement team was able to obtain raw materials to help GCI produce \$140,000 of protective shields. Kevin Johnson leads the sales team with over \$100,000 in orders for standard sizes and custom solutions. Kevin Hudson and the Field Service Team are working to refine our installation and design processes.

Mike Rowland, Joe Denmark, Dan Sumner, and William Rutledge all worked very hard to introduce this essential COVID protection solution. The procurement team has been amazing in obtaining critical raw materials.



### *Improved* Cloth Mask Design

Pulaski Garment Plant has produced a cloth mask with a new and improved design. GCI garment plants have produced over 300,000 masks to include singly ply, double ply pleated and new form fitting double ply style.

- **Comfort Fit**
- **More Breatheability**
- **Machine Washable**
- **Improved Durability**
- **Less Wasted Material During Production**







# Focus for FY 21: Back to the Basics

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## MISSION DRIVEN

- Focus on why we are here
- Focus on who we impact daily
- Find purpose in everything we do

## CUSTOMER FOCUSED

- Be customer focused - It takes everyone!
- Be courteous and timely in all communication
- Exceed all customer expectations

## TOP QUALITY

- Quality product and quality service every time
- Settle for nothing less than excellence
- Teach others to do the same

## BUDGET CONSCIOUS

- Be knowledgeable of our expenditures
- Look for ways to improve processes and increase efficiencies
- Reduce waste and reuse where possible



