



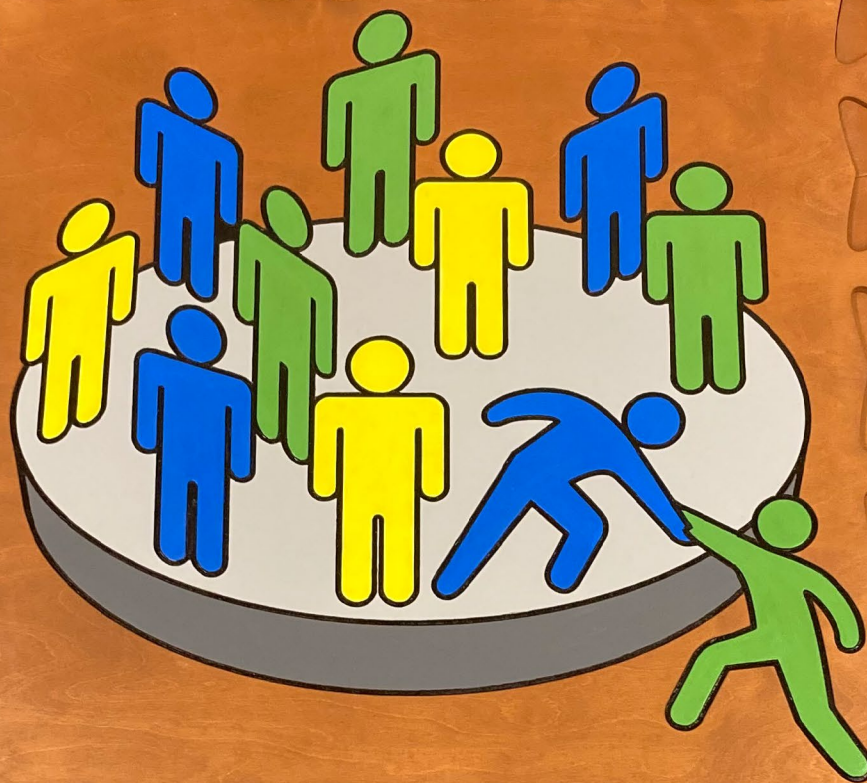
Have You Heard...?

Summer 2021

Georgia Correctional Industries

REHABILITATION THROUGH INNOVATION

ENGAGE



IN THIS ISSUE

2	Our Mission and Vision
3	Our Core Values
4	FY 22 Goals
5	FY 21 Accomplishments
6-7	Everyday Hero
8-9	Employee Appreciation Week
10	Retirees

11	New Employees, Transfers & Promotions
12	What's New: Quarterly Service Awards
13	Operations Highlight: Autry Textile Plant
14	New GCI Website
15	Community Outreach: Backpack Project 2021
16-17	Core Values Puzzles
18	Agribusiness News: Silage
19	Food Service News: FDU Spotlight

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



GOALS FOR FISCAL YEAR '22

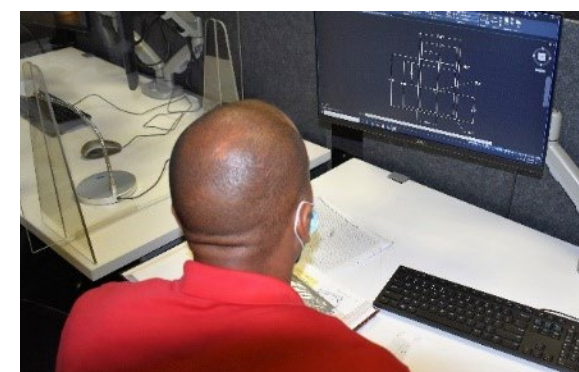
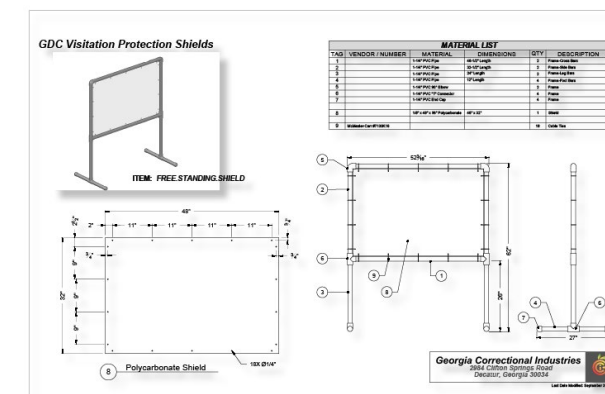


- **Safety and security of all staff and operations**
- **Training and certification of staff and offenders**
- **Positive community involvement**
- **Strategic planning for next 5 years**
- **Capital Equipment investments in all of our divisions**

ACCOMPLISHMENTS : FY21

VISITATION SHIELDS

GCI continues to adapt to sudden changes and quickly reacts to the needs of our state, stakeholders and customers, even during the times of the COVID pandemic. In October of 2020, GCI began manufacturing visitation shields for all GDC facilities. The shields were constructed with PVC and clear polycarbonate making them lightweight, mobile and easy to set up. GCI manufactured and delivered over 700 visitation shields within a 2-month period allowing visitation to resume for the family and friends of the offenders and residents at the GDC facilities.



AUTOCAD TRAINING LAB

A total of 8 residents from GDC's Atlanta Transitional Center (ATC) have benefited from participation in GCI's AutoCAD Pilot Program during Phase 1 and Phase 2 of the program. Phase 2 began in July 2020 with the enrollment of 4 new students from the ATC. GCI has partnered with The Urban League of Greater Atlanta, Atlanta Technical College, as well as GDC, to provide these incarcerated individuals the skills needed to successfully reenter into society. Two of the participants reached their release dates prior to completion of their studies. Both have continued their classes even after release. This is one of the benefits designed into the program.

GEORGIA GROWN® LABELS

Agribusiness is one of the largest businesses in Georgia. GCI manages over 13,000 acres for crop production, livestock and grazing. GCI's programs produce over 40% of the ingredients utilized within Food Service operations. GCI is proud to have products that carry the Georgia Grown® label.

In an effort to support the Georgia Grown® Business initiative of the Georgia Department of Agriculture, GCI recently added the Georgia Grown® label to all cases of farm canned vegetables and eggs. Additionally, GCI incorporated the Georgia Grown® label on signs at these Food Processing Units.



HEALTHY INITIATIVE

Georgia Correctional Industries (GCI) provides oversight and management of Georgia Department of Corrections (GDC) Food Service operations. In March of 2021, GCI enhanced the fruit and vegetable menu offerings, incorporated Georgia Grown® selections and increased whole grain usage within existing recipes.

Prior to implementation, multiple menu items were tested in facilities throughout the state, such as whole wheat sugar cookies, rolls, and muffins, as well as new salad recipes including fruit and vegetables.



Everyday HERO



Willie Cannon

Willie Cannon is an outstanding person, an “Everyday Hero”. Mr. Cannon works at Autry Textile Plant, and he is a big asset and great person to work with. He’s been a major impact in training offenders on how to stitch, hem, and seam garment components together to create a quality garment, and his efforts have generated great dividends. His attitude in taking an active role and living by our values of teamwork has taken him far on a journey that’s just begun.

He’s a dedicated husband, father and leader in the community. He is very gifted and talented as a minister of music at his local church, Blooming Light M.B. Church in Pelham, GA. He guest speaks and does musical venues. He truly is a civic minded individual. I want to thank Mr. Cannon for the fantastic job he’s been doing for GCI and continues to excel. I’m deeply grateful for his endeavors during the challenging times of 2020 and 2021.

- Joe Denmark, Operations Manager, Regional Office



Judy Caulder

“Ms. Judy Caulder has worked tirelessly on the GCI “Backpack Project” over the past couple of years, and more recently, the past couple of months, on the 2021 project. She worked with me to obtain the needed materials, supplies and approvals, to push the project forward and to meet the completion deadline. In the final stages, she and the offender detail juggled production of several orders for ballistic vests (one of her usual projects), helping with offender pants production, AND overseeing the production of the backpacks. Ms. Judy is always willing to take on any project that is asked of her, and she does it with a smile. Thank you, Ms. Judy Caulder!”

- Clint Walker, Plant Manager, Pulaski Garment Plant



Isaiah Steele, III

“I would like to nominate Isaiah Steele, III in the IT Department. He is always happy to lend a hand to help with problems. Even when a problem was caused by an inadvertent keystroke, he always says “No problem. I can take care of that.” He has been extremely helpful to me over the years. Isaiah has been known to pull off the road to help with a problem when I have contacted him when he was on the road. I know that I am not the only one to whom he provides this level of service. He is always pleasant to work with and goes above and beyond to make sure that problems are resolved and that all is working properly. For this and more Isaiah is my Everyday Hero.”

- Steve Kaylor, Facility Manager, Walker Metal Plant

“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.”

Washington Garment Plant Staff



(L-R) Myron Ussery, Vickie Langston, Linda Williams, Gwendolyn Kitchens and Connie Salter

“I want to recognize all the staff here at Washington Garment Plant. I depend on each of these individuals every day and each of them have always done what was ask of them. There are so many different talents that each one of these individuals have. When put together and used on the different tasks that need to be accomplished for Washington Garment Plant, as well as GCI as a whole, they do a great job. They each fulfill GCI’s mission and vision each day and are a great asset to GCI.

In the one year and 9 months that Ms. Kitchens has been working here, she has learned and accomplished many things. Ms. Kitchens is one of our Garment Supervisors and has done a great job learning about the items we produce and teaching our offender detail to make these items. She has taken on other responsibilities as well. She is very dependable, hardworking, and stays focused on her tasks. She has a great work ethic and works well with others.

Ms. Salter came to work for GCI in 2017

and during this time she has accomplished and learned a great deal. Ms. Salter has supervised multiple areas, and she has taken on many different responsibilities while continuing to do a great job. Ms. Salter has a great work ethic, she is dependable, hardworking and likes to learn new things. She has acquired a great deal of knowledge and continues to learn. I greatly appreciate everything she has done and continues to do.

Ms. Williams started working for GCI at Washington in 2013 during a time when there were only two staff members at the plant. This was a difficult time for GCI because there were many plants low on staff. She did a great job of taking over and making the garment department productive. Over the years, Ms. Williams has learned and continues to learn, how to enter the many different daily reports we use at Washington. She is a hard working individual and works well with everyone. She has acquired a great deal of knowledge over the years and understands the produc-

tion needs of our plant.

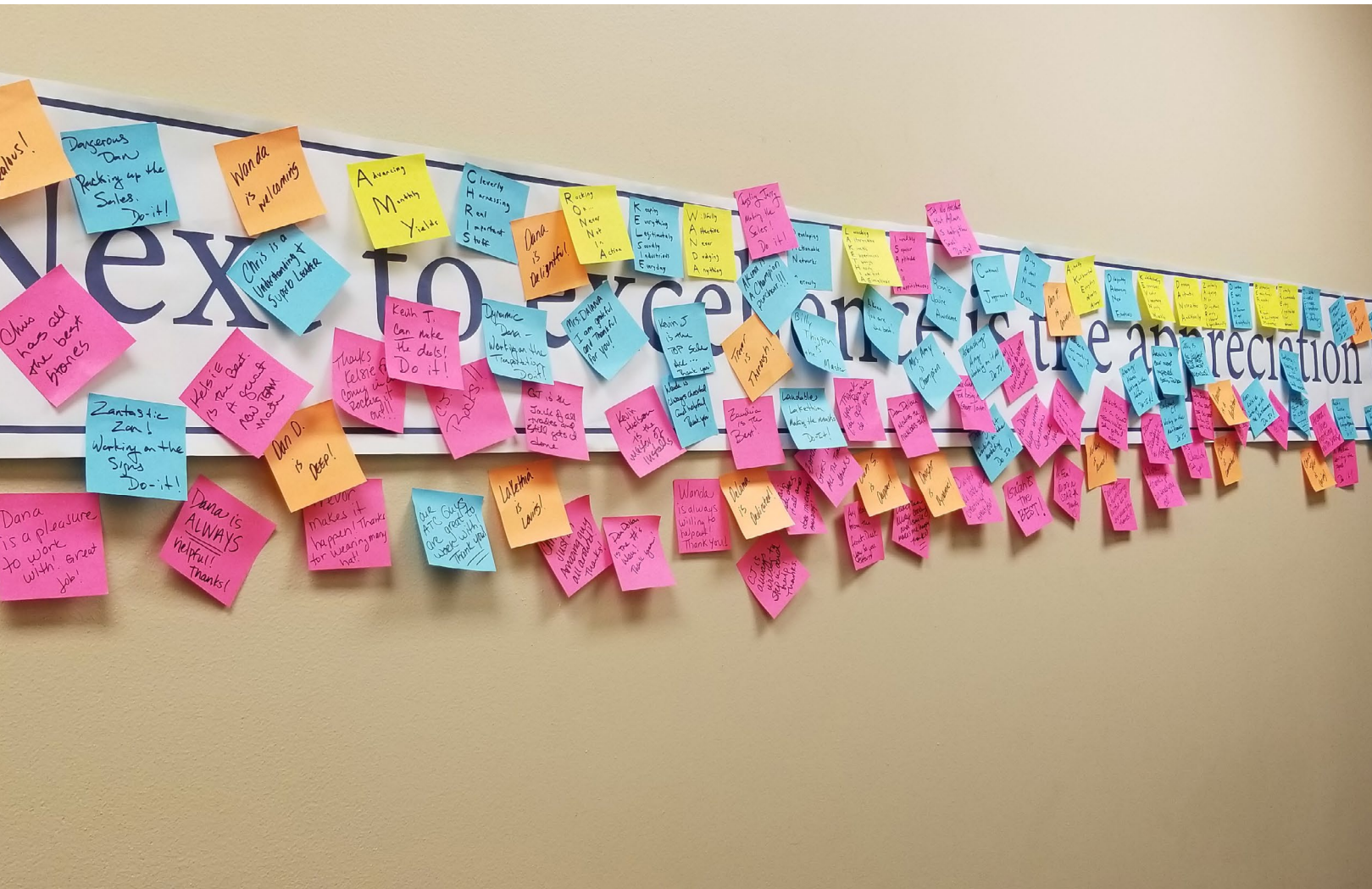
Mr. Ussery started working for GCI at Washington in 2011 to supervise our knitting and hosiery operation. Over the years, Mr. Ussery has kept our knitting and hosiery department running and trained our offender detail. Throughout the years, Mr. Ussery has taken on many other responsibilities including overseeing our warehouse, making sure our production trucks are loaded and unloaded, and filling in during my absence. Mr. Ussery has a great work ethic, is very dependable and works well with everyone. He does a good job of keeping me informed on supplies needed for production. He has acquired a great deal of knowledge over the years and understand the needs of our plant.

I greatly appreciate each one of these individuals and everything they have done and continue to do.”

- Vickie Langston, Plant Manager, Washington Garment Plant



EMPLOYEE APPRECIATION WEEK



Letter from the Deputy Executive Director: “Next To Excellence Is The Appreciation Of It”

“GCI Team Members,

Chris and I would like to take a moment to express our appreciation for all your hard work and dedicated service we see daily. This has been an unprecedented year and we are so proud of our team! We have overcome many obstacles and challenges emerging stronger than ever. It is an honor to work with you and we look forward to many more successes! Your Excellence Drives our Success; as we strive to positively impact the lives of all Georgians.

Employee Appreciation Week was May 3 - 9, 2021, with May 6 being Employee Appreciation Day. This year, each day during Employee Appreciation Week had a theme with activities and/or goodies. Each manager received a packet with guidelines for the day. Thank you, Akena and Ronnia for putting all of this together.”
-Amy Pataluna



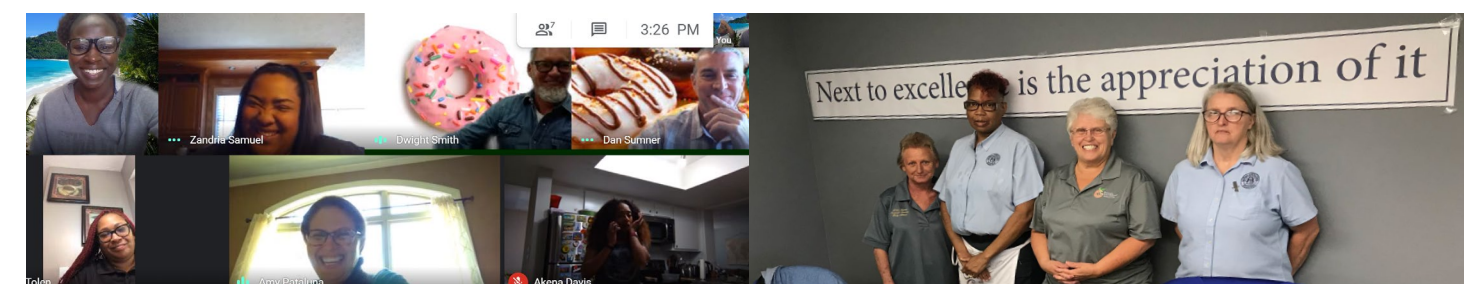
1. **“Motivation Monday”**: Staff received goodie bags with a GCI T-shirt, snacks, hand sanitizer and more. Plant managers received a set of instruction for each day’s teamwork activity.

2. **“Teamwork Tuesday”**: Each location received three 9” x 9” puzzle pieces and were instructed to work as a team to determine what the GCI Core Values: “Envision, Engage and Excel” mean to them.



3. **“Wellness Wednesday”**: Staff received wellness packets that included a face mask, herbal tea and “Wellness Challenge” worksheet that encouraged each employee to brainstorm and document ways to “Spring into wellness” including exercising, journaling and relaxation.

4. **“Think Tank Thursday”**: Managers at all locations were encouraged to have a 15 minute meeting with their staff to develop positive suggestions for management on operational opportunities, opportunities for teamwork across divisions, quality assurance, and production consistency.



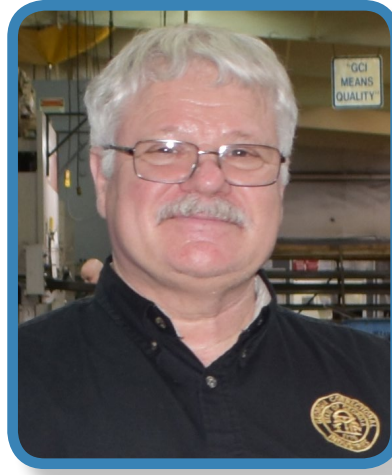
5. **“FriYAY: Donught Decorating”**: Staff who RSVP’d for the virtual donut decorating event, received donut kits with icing and sprinkles. During a video conference call, they showcased their skills while chatting and sharing some laughs.

“Your Excellence Drives
Our Success”



Farewell to Our Retirees

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



Steve Kaylor

"Steve began with GDC in 1997 as a Correctional Officer at Hays State Prison. Over the years he worked in several positions at the facility including outside detail and Special Management Unit before becoming the C.O. at the GCI Mattress Plant. During that time, GCI was looking for a manager at the Walker Metal Plant, Steve applied and was hire for the position.

He was hired as the Walker Plant Manager in 2015, but he stayed at the Mattress Plant until it was packed up and shipped to Telfair in mid May. Steve had been a GCI employee for 6 years after being with GDC for 18 years. After retirement, Steve plans on doing several projects around the house and on his property as well as doing a little more hunting and perhaps taking up fishing again. When his wife retires next year, they plan to travel and go camping more. We appreciate Steve's years of service and dedication, and we wish him the best of luck in retirement."

- Joe Denmark, Operations Manager (Reidsville Office)



Connie Salter

"Ms. Salter began her career with GDC in 1994 as a Correctional Officer, in 2014 she was promoted to the position of Mailroom Clerk Admin Support 2. In 2017 she transferred to GCI Washington Garment Plant as a Garment Supervisor I and in 2020 Ms. Salter was promoted to Spreading/Cutting Department Supervisor II and remained in this position until her retirement on July 30, 2021.

Ms. Salter has always been very dependable and helpful. One thing I learned about Ms. Salter is that she loves to learn new things. She would take on her work tasks, complete them, then offer to help with other tasks. She took on her responsibilities with an 'I can' attitude and stayed focused until she completed them. She is talented and has great work ethics, which GCI has greatly benefitted from. I really appreciate all that Ms. Salter has done for me over her years with GCI and I wish her the best in whatever she decides to take on next.

We wish you the best in your future endeavors. Retirement will surely offer you many new opportunities. We are confident that you will find the same success and happiness in retirement that you experienced during your time here."

- Vickie Langston, Plant Manager (Washington Garment Plant)

WELCOME, NEW TEAM MEMBERS



Tonika Grant
Plant Operator 3
FDU
(New Employee)



Anthony McKee
Sales
Decatur
(New Employee)



Franklin Myrick
Transportation Superintendent
FDU
(Promotion)

Your Excellence Drives Our Success

NEW EMPLOYEES

Tonya Foland
Financial Ops Generalist 2
Joe Kennedy Farm

Jimmy Guthrie
General Trade Tech 2
FDU Maintenance

Senario Hillman
Heavy Equipment Operator 1
Transportation

Garrett Moore
Farm & Livestock Specialist 2
Rogers Farm

PROMOTIONS

Cody Anderson
Farm & Livestock Spec 2
Rogers Farm

Patsy May
Lead Plant Supervisor
Pulaski Garment Plant

Justin O'neal
Plant Operation Supervisor
Rogers Dairy Farm

Jack Upshaw
Plant Manager 1
Dodge Wood Plant



What's New?

QUARTERLY SERVICE AWARDS



The State of Georgia recognizes employees who complete 5, 10, 15, 20, 25 and 30 years of service. This fall, GCI will begin hosting in-person and virtual Service Award Recognition events every quarter at set locations around the state. With things gradually going back to "normal", management wanted to create an additional way to personalize the recognition of staff for all that they do.

AUTRY - SO MUCH MORE THAN SHOES



Autry Textile Plant exemplifies GCI's core values in many ways. Their main responsibility is training offenders to manufacture work boots and canvas shoes for all state and county correctional facilities. Since January 2019, Autry has assisted our garment plants by sewing garment items, such as pillowcases, bed sheets, laundry bags, washcloths, belts, and hats. When the COVID-19 pandemic started, they went into overdrive with these items so the other garment plants could focus on sewing personal protective equipment.

Autry has even helped Prison Rehabilitation Industry & Diversified Enterprises (PRIDE) located in Florida. During this pandemic, PRIDE shut down and did not reopen until later that year. Since their reopening, their production speed has reduced, as a result, GCI was there to help! In October 2020, Autry shipped over 1,000 pairs of work boots to PRIDE. Recently, they have also helped PRIDE by providing welt thread that is used to sew offender work boots.

The crew we have at Autry Textile Plant consists of two individuals, Cliff Oliver (Facility Manager) and Willie Cannon (Supervisor 2). They are hardworking people who do an amazing job every day. They are very positive and are willing to give a hand to anyone in need. We are thankful and honored to have those two on our team.



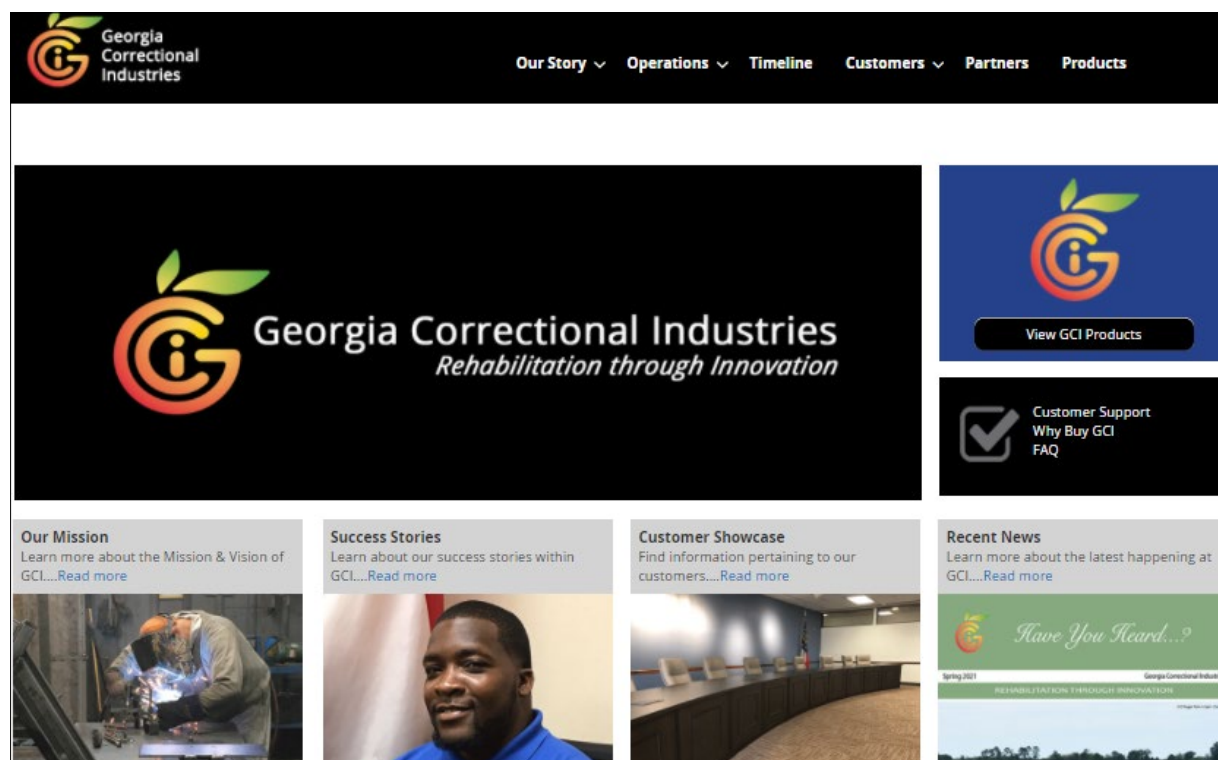


NEW GCI WEBSITE HAS LAUNCHED!

We are excited to announce the launch of our new and improved GCI website. New features and tools have been added to enhance the user experience when visiting the site. Publications, success stories and more are now available for viewing by our staff and the public. We encourage each of you to take a moment and have a look around.

Special thanks to all who contributed to the success of the project: GDC OIT Team, Isaiah Steele, Dan Fagan, Ronnia Fann, Dwight Smith, and Dan Sumner.

Access the website here: www.gci-ga.com



Our Purpose

Georgia Correctional Industries strives to improve the futures of the men and women in its industries programs. Through mentoring and skills development, GCI provides meaningful work experience that promotes career opportunities and marketable job skills.

GCI is committed to building strong community partnerships to enhance support systems and employer connections – key steps in creating a successful reentry and a safer Georgia.

Georgia Correctional Industries' products and services provide the foundation for its purpose through its three divisions: Manufacturing, Food Service and Agribusiness. The diversity of GCI's training opportunities enhances career placements within both urban and rural Georgia.

A few of the unique career training opportunities are:

Manufacturing

Warehousing, inventory management, heavy equipment operation and graphic design.

Food Service

Food safety and sanitation practices, culinary skills and commercial food production, processing and packaging.

Agribusiness

Crop rotation/production, livestock breeding/nutrition and heavy equipment mechanics/operation.



COMMUNITY OUTREACH

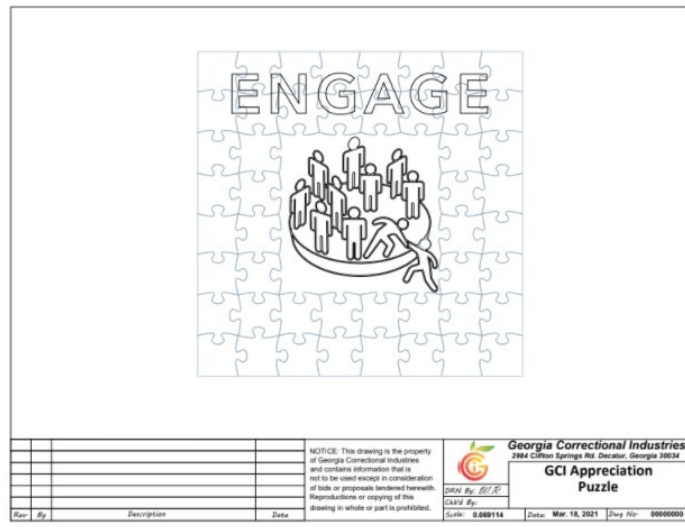
Backpack Project 2021: Georgia Department of Family and Children Services (DFCS)



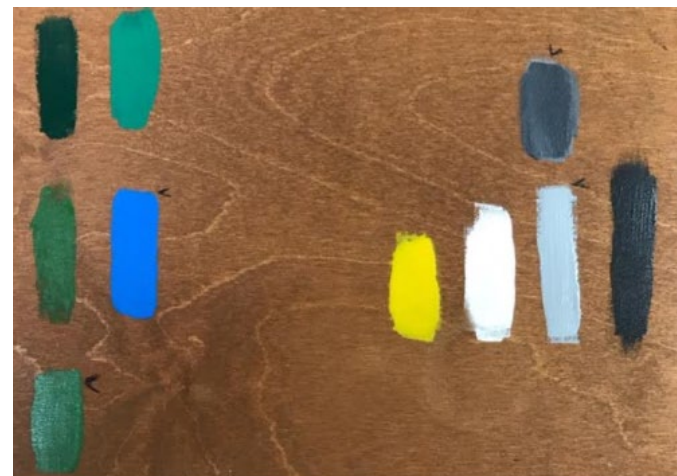
For the third year in a row, GCI produced backpacks for Primary and Elementary School aged children in Georgia. The Department of Family and Children Services (DFCS) filled each backpack with must-have school items and distributed them at their annual back-to-school events for children in Georgia's Foster Care Program. As in previous years, the embroidery was completed at Hancock Embroidery Plant and the backpacks themselves were produced at Pulaski Garment Plant.

The material for this year's project was donated from Blauer, Point Blank and Tumi. With these donations, GCI was able to produce 750 beautiful and sturdy backpacks for some of the smallest and most in-need Georgians. This is just one way that GCI strives to meet our vision of "Positively impacting the lives of all Georgians".





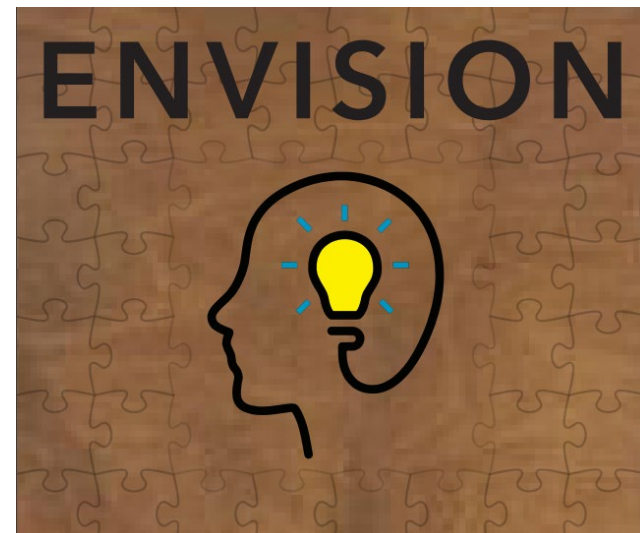
AutoCAD Drafter, William Rutledge, created renderings of the puzzle during the planning phase.



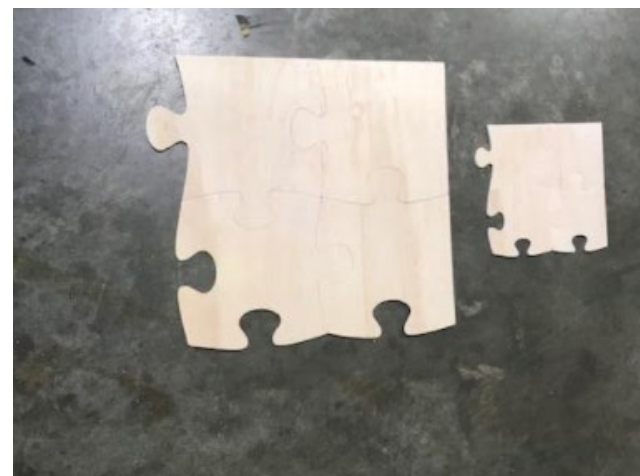
Operations Manager, Joe Denmark, selected wood and paint color options for the puzzle.



Staff at all GCI locations received puzzle pieces. As a team, they discussed what the GCI Core Values mean to them.



Graphic Designer, Dwight Smith, created digital images of the puzzle.



Dodge Wood Plant fabricated puzzle pieces using the CNC Router.



All completed puzzle pieces were sent back to Decatur and assembled.

CORE VALUES PUZZLES



Finished puzzles mounted on the wall in Decatur



The unveiling of the center puzzle pieces



Field Service preparing to mount one of the puzzles



AGRIBUSINESS NEWS

SILAGE

Fourth of July and silage harvest come together each year at GCI Farms. The farm grows over 300 acres of silage corn for the cattle to eat during the year. The silage corn has been developed to produce quality corn with a large amount of foliage in order to create the product we refer to as silage. GCI hires the Yoder Family Harvesting crew to come help cut the silage each year because it is important to cut, transport, and store the silage quickly. The Yoders travel to different farms, provide custom harvesting, and they are very efficient. Each year, their crew arrives around the week of July 4th when the corn is at its peak and the foliage is still green.

Cut corn is considered silage when it is cut and put up in airtight conditions so it ferments creating a high sugar con-

tent. As the Yoder crew cuts the corn, the GCI crew transports it by dump truck to the silage pits at Joe Kennedy Farm and Rogers Farm. The silage is then packed firmly and covered with plastic to create the airtight conditions by the GCI farm crew. Joe Kennedy Farm sealed 3,755 tons and Rogers Farm sealed 5,000 tons --- a combined total of approximately 17,310,000 pounds of feed, all while battling the wet weather from rain which made very muddy and boggy conditions for the drivers. When the Yoder family rolls out from the fields, the silage is put up for the year. The cattle will delight on the sweet corn silage as the primary base ingredient for feed rations for the dairy and beef cattle.



Nicole Farmer

Lynette Fulford

Carla Payne

Spotlight: FDU

"The Team Behind the Scenes"

The Food Distribution Unit (FDU) operation in Milledgeville consists of three shipping warehouses and a Meat Processing plant. The three ladies who staff the business office have a combined total of 87 years of purchasing and customer service knowledge with GCI & GDC. They ensure that all of the day-to-day needs are met for all of the FDU locations as well as Tift cafeteria. Let's meet the ladies who work so diligently behind the scenes:

Lynette Fulford is a Business Support Analyst. Some of her key responsibilities include purchasing and accounts payables for items used at FDU for the Meat Plant, Maintenance, the Warehouse's day-to-day operations and assists GCI Transportation with some of their purchases. Lynette handles personnel duties such as employee timesheets, posting leave for FDU employees and assists GDC/GCI personnel with new hire orientation and training from time to time. All accounts payables for FDU use such seasonings, supplies, maintenance of trucks and much more are handled by Lynette.

Nicole Farmer is a Financial Operations Generalist III. Some of her key responsibilities include providing customer service for all food sales including taking orders, invoicing and handling customer issues. Nicole also makes all purchases for frozen and dry goods needed for Staff Dining operations, which consists of 21 facilities across the state. All purchases for bid orders are processed and vouchered by Nicole. She is responsible for the "digital manufacturing" which includes processing all orders via S2K and uploading all FDU items and quantities to the system. In addition to all of her other duties, Nicole serves as the Employee Benefit Chairperson at FDU where she coordinates offender "bonus" meals, staff appreciation events and fun activities for the staff.

Carla Payne is a part-time Financial Operations Generalist III. Carla takes on the huge responsibility of completing all invoicing for Tift Cafeteria. She purchases and handles accounts payable for all supplies, utensils, food, and more. Carla is a GDC retiree from the Business Office at Tift. She is training as Nicole's backup and also assists Lynette and Nicole with their daily duties as well. Lynette says "Carla was extremely helpful during the pandemic. She basically held the office together while me and Nicole were out."

