

Have You Heard...?

Winter 2020

Georgia Correctional Industries



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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.



ENVISION

Visualize Goals
Identify Opportunities
Plan for Success

ENGAGE

Empower Ownership
Ignite Motivation
Embrace the Mission

EXCEL

Lead by Example
Maximize Potential
Surpass Expectations



BEYOND THE CALL OF DUTY

Jeromy Calloway

Submitted by James Rogers

In December, Jeromy Calloway was recognized at the Board meeting for going "Beyond the Call of Duty". The *Beyond the Call of Duty* award is given in recognition of staff who go over and beyond the requirements of their job responsibilities for the benefit of GCI with a positive attitude and professionalism.

Jeromy started with GCI in August 2016 as a Plant Operator 3 at Rogers Dairy Operation. Jeromy came to GCI with a background in farming. Jeromy immediately took it upon himself to learn all he could from his supervisor. He started everyday at 4:30 a.m., working many long hours learning how to operate, maintain and repair this specialized equipment. Jeromy has a great work ethic and is very meticulous in carrying out his daily tasks. It was not long before I started to receive phone calls from his supervisor bragging about Jeromy's work performance.

After his supervisor retired, Jeromy stepped up, taking complete ownership of his new role and responsibilities. The Plant Operator Supervisor position at the dairy has been in good hands ever since. Jeromy has gained the respect of his co-workers, as well as further developed his management skills. GCI is very fortunate to have such a dedicated employee that takes pride in his work. I am pleased to work with Jeromy and feel confident he will lead his team in the right direction.

Under Jeromy's supervision the operation processes 20 million ½ pint and 300,000 gallons of raw milk annually. All GCI produced milk products proudly carry the Georgia Grown® label. This operation is vital to GCI's mission and I am very excited to have someone with Jeromy's knowledge and skills overseeing the operation.

2019 Service Awards



30+YEARS

Jrell Craft

25 YEARS

Cliff Conley
Jan Durrence
Tom Hogg
Joe L. Jackson
Connie Salter
Richard Sikes
Shawn Spear
Thomas Felton, Jr.

20 YEARS

Bernice Brown Lucious Holsey Joe Thomas, III Nathan Todd

15 YEARS

Barry Cammack Jerry Dunson Annette Mack Lakethia Tolen James Williams

10 YEARS

Garrett Brock
Dorothy Cribb
Robert Edwards
Ricki French
Christopher Herndon
Janine Robinson
Darlene Smith
Ronnie Steger
Myron Ussery

5 YEARS

Joshua Calloway Brian Currier Joe Denmark Gary Fowler Joseph Hamrick Gary Russell Dan Sims Mark Spandle







Written by DeLana Bellville

Our ability to tell GCI's story and to convey our true purpose can be greatly enhanced with visual aids. The old adage "A picture is worth a thousand words" is based in truth. Often times the best way to convey something's meaning or essence is by adding pictures to the words we're using. With that in mind Dwight Smith and I have begun a quest to capture images of our operations statewide. The initial focus will be on plants that process both traditional and PIECP orders with the goal of visiting all GCI operations by the end of 2020. The high resolution pictures will be used in publications like this one, as well as for marketing and our website; each of which is a tool to help get our story out to more people.

Camera in hand, and with a keen eye for graphic design, Dwight Smith has taken close to 5,000 images so far. Capturing a diverse and usable catalog of pictures can be a little more challenging than you might think. There are so many things that have to be taken into consideration before, during and after the picture taking. Beyond the composition and focal point of the photograph you have to consider everything that will be captured by the camera's lens.

If you get the opportunity to snap a picture during your daily operations, we would love for you to be a part of capturing our story through images. Here are a few things to consider to help capture that perfect picture.

- Area as clean and as free of debris as the work environment allows
- Free of anything that doesn't belong there
- Neat and tidy Everything in its place
- Is there anything in the background that will make even the best picture unsuitable?
- Is the offender's face visible? We cannot use photographs with offender's face visible without expressed and written permission from the offender and GDC's Public Affairs Department. That includes anyone in the background.
 - A side view with little to no face visible will likely work
 - Back of someone's head is good
 - Close-up of hands is good too

Snap those pictures and send them to me at dpowell@gci-ga.com. We can't wait to see GCI through your eyes.

Here are just a few of the pictures taken so far, including some great pictures of staff. We hope you enjoy being able to put a face to the name. If you haven't seen us yet, be on the lookout for communications that we are heading your way. We plan to feature staff pictures in all of our upcoming newsletters so smile for the camera! Looking forward to seeing all of you in 2020!

Meet the Staff

















L - R: Robert Murray, Joni Merk, Brian Currier, Kat Wood, Lloyd Haney, Christ<mark>ine Herri</mark>ott





In December, GCI completed the installation of furniture at the Judicial Building in downtown Atlanta, Georgia. Special thanks to all that made this installation process possible: Field Service, Transportation, Plant Operations, Sales, the installation crew and management.

Three GCI facilities were instrumental in the production of the furniture for the new center. A number of pieces of furniture in the new building were designed and constructed by GDC offenders assigned to these GCI industries programs. This project allowed GCI to display the workmanship of its products and showcase the talents of the offenders.

Dodge Wood Plant fabricated custom furniture from real hardwood, producing a first-of-its-kind custom 16' x 7' conference table and used their new CNC router to add a custom "Supreme Court Seal" engraving to the conference table. They also produced 25 court room tables, and 28 desks and 19 lateral file cabinets made with a combination of real cherry plywood and cherry lumber. There were about 20 inmates involved in the production of the furniture for the project.

Hancock Embroidery Plant used digital technology to embroider the Supreme Court logo on custom fabric and created custom embroidery for the Judges' chairs. There were three inmates involved in the project.

Montgomery Upholstery Plant reupholstered nine Judges' chairs. The Upholstery plant removed the old fabric from the chairs and headrests, and replaced it with new fabric. They also upholstered 75 armchairs. There were four inmates involved in the reupholstery process for the project.



L - R: Joe Denmark, Tyler Morgan, Amy Pataluna and Mike Rowland



Custom seal produced by Dodge Wood Plamt



Reentry Success





"Today, the hope for me and my family's future has been completely tranformed as a result of my time working for GCI..."

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 an impressive custom 16-foot table for the private deliberation chambers of Georgia's Supreme Court.

During his incarceration, Mr. Rutledtge worked at GCI's Metal Plant as machinist. While there, he was given the opportunity to learn (on his own) how to design and draw metal fabrications; first by hand and then using AutoCAD. In June 2019, Rutledge was assigned to GCI while he was a resident at the Atlanta Transitional Center. He became the first student of GCI's AutoCAD pilot program. Work-

ing through the pilot program, Mr. Rutledge applied and was accepted into the fall semester for AutoCAD classes at Atlanta Technical College. Skills learned at Atlanta Tech has enabled Rutledge to not only design and draw in AutoCAD, but to produce 3D and 4D renderings that provide a more realistic visual of the finished product.

Rutledge says "Today, the hope for me and my family's future has been completely tranformed as a result of my time working for GCI and participating in the Walker [State Prison] Faith and Character Program. Having structure, a job to do that I enjoyed, gave me purpose."

View the Judicial Building video here: https://www.youtube.com/watch?v=K3pVlt7oCTg

7 Tips for Creating a Culture of $\mathcal{E}xcellence$

1. Begin with gratitude:

Starting with gratitude in any professional situation sets the intention of appreciation, which will permeate throughout the organization.

2. Create a safe environment:

Creating a safe work environment means eliminating negative personalities and respecting every idea--whether it's from an intern or a tenured senior team member. Lead with honesty, integrity and vulnerability to help your employees feel safe.

3. Don't leave your dirty dishes in the sink:

This metaphor essentially means, "Don't leave a mess for someone else to clean."... "Respect everyone's time." If someone has to duplicate your efforts or take time away from their daily responsibilities to hunt for a missing document, you are basically saying you don't care about their time. Time is our most valuable currency. When we aren't respectful of our colleagues' time, we are contributing to a negative workplace environment.

4. There are only opportunities in business, not problems:

When emotions are high and stress levels skyrocket, even the smallest workplace issues can seem like towering boulders. I tell my team that what we're experiencing isn't a problem; it's an opportunity to reflect, analyze and evaluate so that next time--and there's always a next time--we'll do better.

5. Consistency is key:

There are so many new trends in company culture: flex hours, team building, open workspaces, unlimited paid time off, bringing pets to work--and the list goes on. It's easy to be tempted by what may seem like worthwhile workplace perks or try to replicate what competitors are offering. However, the same tactics don't work for every company. Above all, my team has found that consistency is key for us, rather than being distracted by the latest professional culture craze. Although change can be healthy, disrupting a good thing can be detrimental and affect the cultural balance of your organization.

6. Encourage positive thinking:

I proactively encourage my team to think positively--All. The. Time. Even when things seem to be spinning out of control or we didn't achieve the result we anticipated, positive thinking will eventually cultivate positive outcomes.

7. Don't sacrifice the important for the urgent:

Without regular connection to your people, the mission, vision and energy of the business can quickly dilute and degrade your cultural fiber. It's okay to reschedule; just don't let important conversations get replaced by urgent demands and dead-lines.

Dependability, structure, clarity and meaningful work are all ingredients that, when combined, can culminate in a solid foundation for a positive workplace. Add your own awesome sauce and voila ... you have the magic recipe!

Article excerpts courtesy of: https://www.inc.com/entrepreneurs-organization/how-to-build-a-positive-work-environ-ment-7-steps.html

HEN LAYING OPERATION



The new hen laying facility should be completed in June 2020. Our plan is to have 40,000 laying hens delivered in July 2020, August 2020, and then anticipating the third house to be filled around December 2020. This will give us a total of 120,000 laying hens in operation with a goal estimated at 3,000,000 dozen eggs produced annually. Unlike our old facility, our new facility will be registered with FDA, certified with United Egg Producers (UEP), and will also have a NMP (Nutrient Management Plan) to allow us to sell our eggs not utilized with our food programs as Grade A eggs on the open market. This will allow GCI the opportunity to receive market price for our eggs which will in turn allow us to receive more per dozen than we are currently

receiving. Part of being UEP Certified entails having written plans for Biosecurity, SE (Salmonella Enteritidis) Prevention Plan, mandatory UEP training for employees and outside companies we do business with on a regular basis, as well as other mandatory documentation in regards to rodent control, fly control, and mortality records, and others. The new facility will allow us to decrease our egg loss from the production line, increase our feed efficiency, and become self sufficient during inclement weather which result in power outages. Our new facility will have two back up generators to handle our electrical needs in case of power outages. This will allow GCI to continue normal operations with feed, water, and cold storage during such outages.

The new facility will also have a new feed mill which allows GCI to mix special blends of feed based on the current condition of our flock. Feed rations change during the year and GCI will be able to adapt to these changes as needed. The stand alone feed mill allows GCI the opportunity to buy feed in bulk and mix our rations at a lower cost than buying premixed. This is very important during emergency situations when inclement weather occurs giving GCI the ability to be better prepared for such occurrences.

Included with the new feed mill is an additional 34,000 bushels of grain storage on site, with a total storage capacity of 90,000 bushels. All corn used at our facility is grown on our local GCI farms and shipped to MSP Egg Laying facility as needed. GCI anticipates our annual usage of yellow corn to be approximately 120,000 bushels when all three houses

are in full operation.

GCI will continue to provide 100% of the eggs used by the State of Georgia Department of Corrections (GDC). These eggs are shipped to a local processor where they are blended and returned to GCI Food Distribution Unit cold storage in Milledgeville, Georgia, as frozen blended eggs. In addition to the frozen eggs, GCI Hen Laying Facility also delivers approximately 60,000 dozen fresh eggs to GDC facilities across the state.

Our goal has remained constant over the years. GCI strives to increase the amount of Georgia grown products from our farm to the offender population each year at the lowest possible cost to the State of Georgia. We will continue to strive to lower food cost annually.







Everyday \mathcal{HERO}



Joe Denmark

"It has been my privilege to work with Joe for many years at GCI. He has always proved himself to be trustworthy, honest and supportive in every aspect of what he does. He wears many hats at GCI, but he always has time to help someone." - Joni Merk, Supervisor (Print Plant)



Lynette Fulford

"Lynette is the kind of employee that everyone brings their issues to. She is always willing to help find out an answer. She has seen and done just about everything at FDU from HR, ordering, purchasing, paying bills, time sheets, etc. People from all over GCI reach out for help from Lynette". - Jeff White (Transportation)



Cliff Oliver

"Cliff is very knowledgeable in the boot industry and is a great team player. He is willing to give a hand to anyone with any situation they are facing. Most of all, he has a great personality. He always makes others happy, regardless of what is going on throughout the day. He is overall a great guy and I am so blessed that I can call him my friend" - Renee Allen, Financial Ops Generalist (Autry Shoe Plant)



Kevin Wade

"On a daily basis, Kevin exemplifies natural leadership and sincere commitment to multiple divisions within GCI. He goes over and beyond and is quick to help others, answer questions and lend his expertise. I can always count on Kevin." - Janine Robinson, PIE Coordinator (Decatur)



Clint Walker

"Whenever I need Clint, he's always there. Clint has never said 'no, we cannot transport for you today', it has always been 'Sure, Lakethia. Just put it in the warehouse with the paperwork or have them put it on a truck headed your way... we will take care of it for you.' I always walk around saying "Teamwork makes the dream work". Clint truly believes that motto. He is a 100% team player." - Lakethia Tolen, Engraving Plant Manager (Decatur)



Otis Wiggins

"Otis is a person that everyone likes and connects with instantly. He has a very good personality and I have never seen him with a negative attitude. From the first day on the job, he has done everything that has been asked of him with a positive attitude. The mechanical knowledge that Otis displays has boosted our maintenance department to a higher level and lowered the cost of repairs. It is an honor to work with a man of his integrity." - Ricky Brooks, FDU Manager (FDU)

"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."





Chemical Plant: Larry Thomas Yolanda Phillips Jermaine Graydon Megan Barber "I wish I could give you just one name, but its impossible. I work with a great group of supervisors down here at the Valdosta Chemical Plant (L - R Larry Thomas, Yolanda Phillips, Jermaine Graydon and Megan Barber) who set the bar high when it comes to meeting our core values at GCI. They have embraced the goals that have been set, work hard to meet the goals and are willing to succeed in making these goals a reality. They take ownership of the process. They motivate the inmates to be the best they can be by "leading by example." Their guidance and leadership surpasses all expectations I could ever dream of. They are positively impacting the lives of Georgians on both sides of the fence. Hats off to Mr. Denmark for setting up the GCI Chemical Plant for success through these great hires." - Rufus Crews, Plant Manager (Chemical Plant)

Farewell to our $\mathcal{R}etirees$



Bob Christian

Bob Christian began his career at GCI in 2007 as a Craftsman. He was promoted to Trades Craftsman Supervisor in 2011 and retired as the Trades Craftsman Supervisor in October 2019. We are thankful for Bob's years of service and we wish him the best of luck.



Mike Gay

Mike Gay began his career at GCI in 1990 at the Tag Plant. He was promoted to Facility Manager at the Sign Shop in 2012 and transferred to Rogers Farm in 2014 and retired from Rogers in November 2019. We are thankful for Mike's years of service and we wish him the best of luck.



Travis Griffin

Travis Griffin was promoted to Farm and Livestock Specialist II at Joe Kennedy Farm in 2010. He was promoted to Farm and Livestock Manager at Middle Georgia Regional Farm in 2014 and retired as the Farm and Livestock Manager in April 2019. We are thankful for Travis' years of service and we wish him the best of luck.



Iulie Morgan

Julie Morgan began her GCI career in 1997. She has worked in the office of the Walker Metal Plant her entire 22+ year career. She retired with the title of Administrative Assistant and was an integral part of the operation at Walker. Julie helped run the plant at times when it was without a manager. Her plans include traveling, spending more time with her husband and her son, who lives in NC. She also plans on spending time with her mother and other family in Minnesota. We are thankful for Julie's years of service and we wish her the best of luck.



"Excellence Drives our Success"



Ostell James, Jr,Heavy Equipment Operator
FDU

"We would like to welcome Ostell James JR (O.J.) to the team at GCI Transportation. O.J. comes to us with over 13 years of truck driving experience, the last eight years with Ryder. While at Ryder he was Employee of the Month one month in each of those eight years. He also received a safety award for driving over 500K miles with no accidents. Since his start in December he has shown that he's a "go-getter" taking off and doing a great job for GCI, doing everything asked of him from moving and setting up furniture to filling in on the milk deliveries. We feel O.J. will have a great impact on the success of our business." - Clint Walker, Transportation Supervisor (FDU)



Larry ThomasSupervisor 2
Chemical Plant

"I would like to welcome Mr. Larry Thomas to our team here at Valdosta Chemical Plant. Mr. Thomas is a previous employee of the state, having worked at VSP as well as an Army Veteran, having served our country for 32 years. In addition, Mr. Thomas is an active member of his church where he serves as Minister of Music. Using this vast background, Mr. Thomas brings a unique skill set that is highly valued at our plant. He possesses a "Can do" attitude attacking each task with virosity. There is no doubt that Mr. Thomas epitomizes everything that is right with our great company." - *Rufus Crews, Plant Manager (Chemical Plant)*

Transfers & Promotions

Cliff Conley (P)

Plant Manager - Sign Plant

Michael Purcell (P)

Supervisor 2 - Metal Plant

Daniel Howard (P)

Heavy Equipment Operator 2 - FDU

Joseph Richard (P)

Plant Operator 3 - Meat Process Ops

Charles Morris (P)

Plant Operator 4 - Rogers Dairy Ops

Jack Upshaw (P)

Lead Supervisor - Wood Plant



"The GCI Transportation team are among the best within all of the State of Georgia employment! As Supervisor of this fine group for almost six years, I have always asked them to go above and beyond everyday, and they always come through for me... for GCI! As truck drivers, they cannot work a typical 40 hour per week schedule, as they are always on the road and cannot stop what they are doing and go home. They are always willing to put forth the extra effort to get the job done, and with minimal supervision.

Some of them are required to deliver and set up furniture. Most of them are required, at some point, to unload their own milk and/or food trucks. Some of them are asked to come in and work at night, on weekends, holidays and emergency situations." ALL of them always work with me to get whatever the task at hand is, accomplished! Thanks to you ALL for a job well done!"



Sitting (L - R) Kevin Anderson, Vincent Smith, Henry Chatman, Tim Burkett, Jeff White, Casey Hamrick and Clint Walker Standing (L - R) LaDarious Brown, Ralph Mattice, Keith Leggett, Scott Evans, Jerry Coleman, Ronnie Steger, Frank Myrick, Daniel Howard, Joel Gordon, Marvin Miller, Gary Fowler, Chris Herndon, Ostell James and Lucious Holsey. Not pictured Jimmy Williams and Chad Dille

March: National Nutrition Month



Written by Trevor Robinson, Dietitian Advisor

Choosing nutritious foods and getting enough physical activity can make a significant difference in your health. For National Nutrition Month the Academy of Nutrition and Dietetics encourages people to make informed food choices and develop sound eating & physical activity habits. Every March, the Academy focuses its attention on healthful eating through National Nutrition Month.

This year's theme, Eat Right, Bite by Bite, promotes eating a variety of nutritious foods every day along with planning and creating healthful meals each week. Bite by Bite also supports the philosophy that every little bit (or bite!) of nutrition is a step in the right direction. Small goals/ changes can have a cumulative healthful effect. Nutrition doesn't have to be overwhelming. So be on the lookout for the weekly theme in staff dining and Tift campus locations, these themes will feature a small/simple change that you can make that can start moving you towards a healthier way of living.

Food Service Introduce 'Friday Lunch'

Written by Trevor Robinson, Dietitian Advisor

This year, Food Service implemented a revised Master Menus for both male and female offenders to incorporate a new Friday lunch meal. The first 'Friday lunch" was served on January 10 at all facilities. All of the institutions' support and hard work are greatly appreciated in making this a successful transition.

The new menus introduced variety and were made to assist in promoting a healthier lifestyle including weight maintenance, risk reduction of cardiovascular disease, diabetes and cancer. These lunch meals will include fresh fruit, peanut butter and jelly sandwich along with a beverage.



