



Have You Heard...?

Winter 2021

Georgia Correctional Industries

REHABILITATION THROUGH INNOVATION



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Our Mission



Committed to developing offenders' job skills needed for successful reentry into society, while providing quality products and services for our customers through Manufacturing, Food Service and Agribusiness operations.

Our Vision



Positively impacting the lives of all Georgians.

Our Core Values

ENVISION



Visualize Goals
Identify Opportunities
Plan for Success

ENGAGE



Empower Ownership
Ignite Motivation
Embrace the Mission

EXCEL



Lead by Example
Maximize Potential
Surpass Expectations



FAITHFUL SERVICE AWARDS



MESSAGE FROM OUR EXECUTIVE DIRECTOR

"Thank you for your years of service"

"The State of Georgia recognizes employees who complete 5, 10, 15, 20, 25 and 30 years of service. Each year, GCI recognizes our employees that have achieved these milestones at our Annual Management Conference. However, this year we had to be a little more creative. In January, we hosted our very first virtual award ceremony via Google Meet®. There were over 60 virtual participants including the award recipients, managers and directors, as well as those who joined to support and congratulate team members. Special thanks to all those who helped make our virtual award ceremony a success. Thank you for your years of service and all that you do."

- Chris Tiller

(25)

Lavon Campbell
Robert Cauley
Russ Connell
Bonnie Grimes
Jimmy James
Shawn Spear

(20)

Jerry Dunson
Pommie Eason
Lucious Holsey

(15)

Vickie Langston
Zeta Reynolds

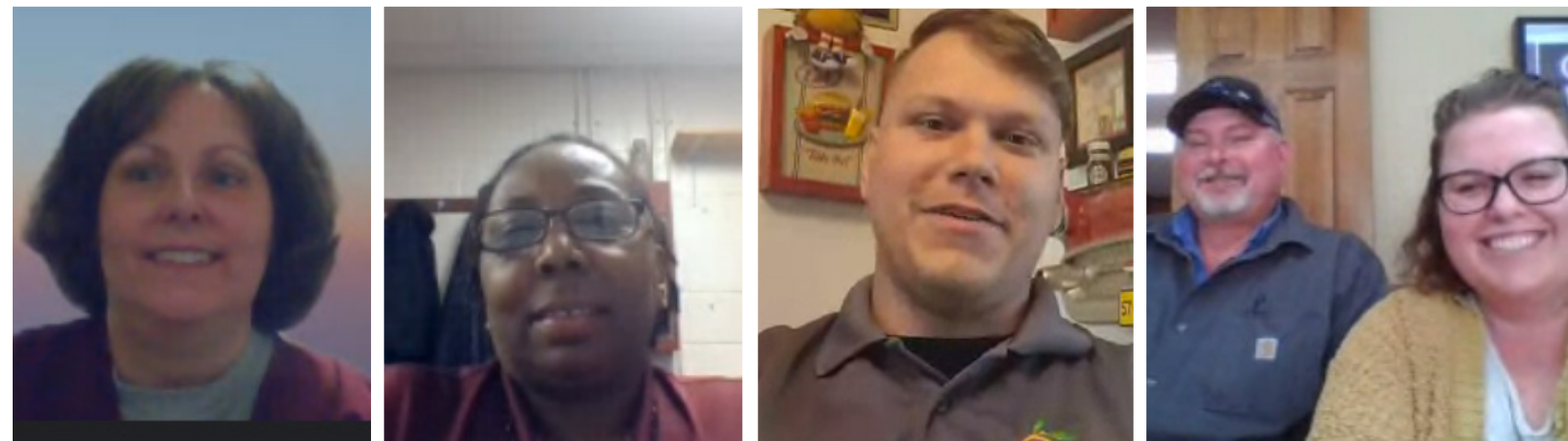
(10)

Garrett Brock
Dorothy Cribb
Robert Edwards
Shelley Hermann
Darlene Smith
Ronnie Steger

(5)

James Rogers
Dan Sims
Dwight Smith
Josh Smith
Yveka Snead
Mark Spandle

VIRTUAL AWARD CEREMONY





GCI TOURS VIRGINIA'S DEPARTMENT OF CORRECTIONS' KOSHER KITCHEN



In November, Bobby Wiseman, Debra Simmons, Amy Pataluna, and Trevor Robinson traveled to Capron, Virginia to tour Virginia Department of Corrections' kosher kitchen. Their kitchen currently makes and freezes kosher meals for the entire state of Virginia. The team in Virginia was very friendly and open about their process and we were able to watch the cooking process of a kosher meal from beginning to end.

GCI was also able to network and share menu/meal ideas along with getting a chance to look over their current kosher offerings. The visit allowed GCI to see their kitchen's layout and equipment as well. This will give some insight into how our own kosher kitchen will run once it is operational in the coming months. Overall, it was a fantastic visit and will help GCI in the establishment of our own kosher kitchen.

ALTERNATIVE ENTREE PRODUCTION UNIT

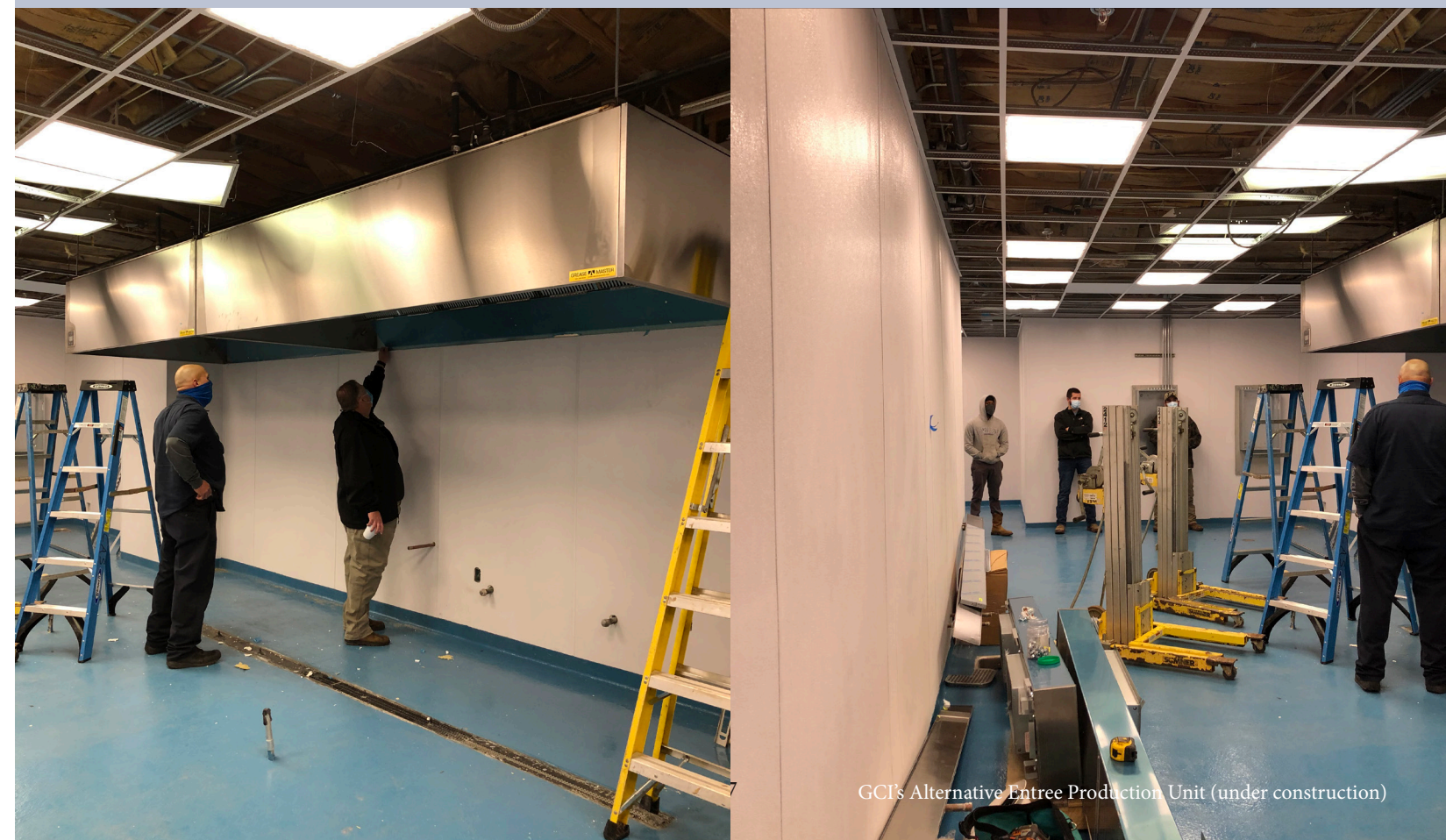


EMPLOYEE SPOTLIGHT: Carolyn Stephens

Meet the newest member of the GCI Food Service Team, Carolyn Stephens

Ms. Stephens has worked for Department of Corrections for 14 years. She began her career with the department in 2005 as a Food Service Supervisor at Hancock State Prison. Ms. Stephens was instrumental in setting up the Vegan Program at Hancock State Prison. She is currently the manager of the staff dining operation at Hancock State Prison. She will serve as the Manager of the Alternative Entree Production Unit at FDU which will produce kosher meals for GDC offenders.

Welcome to the GCI Team, Carolyn!





GCI SALUTES ITS MILITARY VETERANS

“All Gave Some, Some Gave All”

In honor of Veterans’ Day, GCI displayed a Veterans’ Wall at the Decatur office to honor our military veterans as a token of thanks for their service and sacrifice.

VETERAN’S WALL OF HONOR

GCI PROUDLY HONORS OUR MILITARY VETERANS

Lavon Campbell	Jimmy Lindsey	Mike Rowland
Chris Corn	David McCaslin	Isaiah Steele, III
Rufus Crews	Franklin Myrick	Larry Thomas
Shelley Hermann	Tracy Norman	Wes Turpin
Randy Kennedy	Steve Reynold	Jerry Wiggins

2nd ANNUAL SECRET SANTA



Thanks to the generous hearts of GCI staff, our 2nd Annual Secret Santa project was a great success. Together we have helped ensure a bright and happy holiday for four children, ranging from 1 to 12 years of age, in Georgia’s foster care program. Coming together, we were able to buy all of the items on their individual wish lists, plus a little bit extra.

What a wonderful feeling to be able to positively impact the lives of these young Georgians. Thank you for making this possible. We look forward to being able to do this each year as one of the many ways we strive to live our vision of “positively impacting the lives of all Georgians”.



"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."

Everyday HERO



Cliff Conley

"Cliff is the Plant Manager for the Sign Plant. He and his team have exceeded the budget virtually every month of the pandemic and have revenues higher than the same "non-pandemic" period of 2019 (budget is \$1,290,080 and the actual revenue is \$1,622,696). His dedication, hard work, and effectiveness are even more remarkable when considering his vital role in the Canning Plant operations."

Cliff is frequently helping the team at his former plant (Canning) in operating our vital food production efforts. He rarely has a standard work week and has been contributing long hours to the success of GCI. Thank you, Cliff!"

- Dan Fagan, Sales & Marketing Director, Decatur



Steve Kaylor

"Mr. Kaylor is such a hard worker! Not only is Mr. Kaylor extremely dedicated to his job, he is also very caring to his employees. I was a little nervous when I took over as Financial Ops Generalist for the Metal Plant, however, Steve made the transition super easy for me and taught me so much about how the production works with all of the products that they make."

I have been working with the guys at the Walker Metal for about a year now and it has been such a fun experience working with such a well rounded team. Steve is always so positive and willing to help. Even when he doesn't need my assistance, he still calls every Monday morning just to see how my weekend was and to wish me a great upcoming week! So for that I would like to give a much needed shout out to Steve Kaylor for being a positive influence and a rock star employee with GCI!"

- Lacie McCumber, Financial Ops Generalist, GCI Regional Office



Robert Murray

"Even though he is computer challenged, there is nothing that he will not attempt to do concerning processing customer orders, maintenance, repairs, loading or unloading trucks, helping the officers get in and out of the gates, keeping up with inventory, putting up new direction signs for the plant or hand labeling thousands of forms. He is a solid rock for this facility."

- Joni Merk, Plant Manager, Print Plant

Rutland Cafeteria Staff

"The staff at the Rutland Student Center (Tift Cafeteria) has been working tirelessly to continue to feed the cadets that will work in GDC and privately owned institutions throughout the state of Georgia. They prepare three meals per day while also doing off-site catering when the cadets are training at the firing range. They have had to adjust to keeping themselves and their patrons safe during the Covid-19 pandemic."

Although they are short staffed, they still manage to prepare the necessary amount of well-balanced meals. In addition to preparing meals at Rutland Cafeteria, they have been extremely busy catering for different functions. They have maintained great attitudes throughout the whole process, and they work hard every day to accomplish the different tasks required of them. They serve over 400 meals daily along with teaching and supervising OJT participants."

-Bobby Wiseman, Deputy Director of Food Service

(Pictured L -R: Cassandra Dumas (Manager), Sandra Harris, Jawana Mays and Gloria Dixon, Asst. Manager)





Farewell to Our Retirees

Joe Jackson



Joe retired from GCI in December as a State Facilities Maintenance Engineer with 28 years of service. Joe began his career with GCI at Autry State Prison as a General Craftsman and was promoted to Facilities Maintenance Engineer and then to State Facilities Maintenance Engineer where he spent his last four year.

“Joe was a valuable asset to the Food Service team and will be truly missed” said Deputy Director of Food Service, Bobby Wiseman. In retirement, Joe plans to spend time with his family. We appreciate Joe’s years of service and dedication. We wish him the best of luck in his retirement.

Phyllis Lewis



Phyllis Lewis retired from the Hays Optical Plant on January 1 as a Supervisor II. Phyllis began her career with GCI in 2007 as a Production Control Assistant and was promoted to Production Control Administrator in 2009. In 2010, Phyllis was promoted to Supervisor I. Phyllis received her American Board of Opticianry Certification in March 2013 and was promoted to Supervisor II.

Phyllis had a total 13 years of service with GCI. At retirement, Phyllis plans to spend more time with her children and grandchildren. We appreciate Phyllis’ years of service and dedication. We wish her the best of luck in her retirement.

Stevie Smith



Stevie retired from Rogers Farm in November as the Farm Manager. Stevie began his career with GCI at Rogers Farm in 2003 as a Farm and Livestock Supervisor. He held the position until 2013 when he was promoted to Farm Manager. Stevie retired with 17 years of service with GCI.

“Stevie has always been passionate about this job and job performance. He was a hands-on manager and is a true farmer at heart” says Deputy Director of Agribusiness, James Rogers. In retirement, Stevie plans to work in his garden, hunt, fish and “enjoy God’s gracious gift each day I am allowed on this earth” says Stevie. We appreciate Stevie’s years of service and dedication. We wish him the best of luck in his retirement.

WELCOME, NEW EMPLOYEES!

“Your Excellence Drives our Success”



Derrell McCray
Plant Supervisor
Central Garment Plant
(Transfer)



Clint Walker
Plant Manager
Pulaski Garment Plant
(Transfer)



Justin Wilcox
Joe Kennedy Farm
General Trades Tech 2
(New Employee)



Thomas Williams
Facility Manager
FDU
(Promotion)



AGRIBUSINESS NEWS



In August, GCI opened the doors to our new hen laying facility at Montgomery State Prison Farm in Mount Vernon, Georgia. The facility was completed after many years of discussions and planning. As mentioned in an earlier article, the facility is equipped with (3) houses which hold 40,000 hens each, an egg processing room, (2) storage coolers, a feed mill, and (2) backup power generators in case of emergency. We have already had to use our backup generators on two occasions, so it was very comforting to have this back up plan in place and working correctly.

House 1 was filled in September 2020. Since that time, we have now reached full production capacity in this house. It took several months for the birds to meet maximum production and for the egg size and weights to increase to an acceptable level. House 2 was filled in October and is almost at full production as well. House 3 was filled on December 17, 2020 and this completed our initial stocking of all three houses.

Our plan is to have production at maximum capacity for all three houses by late February 2021. In addition to this, we have completed our UEP (United Egg Producer) audit and are now UEP certified for Grade A Fresh Eggs. GCI continues to provide all eggs needed to supply our GDC facilities with both frozen egg products and fresh egg products as needed. This has been a long process and we have had many obstacles to overcome, but I am pleased with the outcome.

The facility is managed by GCI Farm Manager, Anthony Powell. Anthony and his staff have done a great job with this transition. Our Statewide Farm & Livestock Advisor, Brent Galloway, has also been a great asset during this construction and transition phase. I would like to say a 'thank you' to Warden Tamala Brown for her assistance in getting the facility staffed daily with offenders. This, as you know, has been a difficult year due to the Covid issues we have all dealt with during the past 9 months. We have also received assistance from Treutlen PDC and Emanuel PDC during this time. This project was completed with the help of everyone and I would like to thank everyone for their assistance and their continued support on a daily basis.

UPDATE: HEN LAYING FACILITY

Submitted by:
James Rogers, Deputy Director of Agribusiness



FOOD SERVICE NEWS

... MORE THAN JUST STAFF DINING

The Food Distribution Unit (FDU) Meat Plant located in Milledgeville, Georgia, is instrumental in providing Georgia Department of Corrections with quality meat products for distribution to the institutions. These products are used to feed offenders well-balanced meals at a significant cost savings for Georgia taxpayers. FDU produces breakfast and dinner items.

Breakfast items include beef links, beef patties, turkey links, and turkey patties. Lunch and dinner entrées include meatloaf, chuck wagon and Salisbury patties. A mix of 85/15 ground beef is made and is used to make spaghetti, breakfast gravy, shepherd's pie and many more items. We also produce our own hamburger patties. The meat plant has produced over a million pounds of product this fiscal year. The staff consists of three employees and an average of 25 offenders daily. The meat plant has daily inspections by the USDA to ensure that all regulations are being followed.



GCI's Canning Plant provides canned goods to GDC facilities across the state. During a normal year, the Canning Plant located in Reidsville, Georgia, produces 160,000 to 200,000 cases of canned goods. Annually, GCI cans approximately 80,000 cases (6 - #10 cans per case) of Irish potatoes, 30,000 cases of carrots, 15,000 cases of squash, 15,000 cases of sweet potatoes, 15,000 cases of turnip greens, 5,000 cases of rutabagas, 15,000 cases of kale, and 15,000 cases of collards. The canning plant runs year round with our slowest period in September and October each year. The vegetables are grown on our farms and delivered directly to the canning plant for immediate processing. This operation saves the state approximately \$2,000,000 annually. The plant runs with the assistance of offenders and officers from Rogers State Prison and they play a vital role in our production each year. GCI will be replacing some of its older processing equipment this year which will include new dicers, a new blancher, and two new seamers.





‘UGLY’ SWEATER CONTEST

On December 9, GCI hosted its Virtual Holiday Party and Ugly Sweater Contest via Google Meet®. Participants were entered in to multiple raffles where prizes ranged from Starbucks® gift cards to custom wooden bowls made at Dodge Wood Plant. There was a Christmas Trivia Competition (won by DeLana Powell) and the highly anticipated “Ugly Sweater” contest which was won by Sales Representative, Kevin Johnson (pictured center).



12 DAYS OF KINDNESS

Management announced the “12 Days of Random Acts of Kindness” Challenge



Positively impacting through kindness all year long

Each morning, from December 1 - December 16, all employees received the daily “act”. The acts were developed to uplift the importance of kindness. “Acts of kindness not only have a positive impact on others, they also have a positive impact on YOU! We truly believe fostering kindness can be an effective way to positively impact our operations, GCI as a whole and lift our spirits” said Deputy Executive Director, Amy Pataluna.

- Day 1: Tell a coworker something you appreciate about them.
- Day 2: Make someone smile today with a good joke.
- Day 3: Leave a Post-It note with a positive message for a coworker while they’re not looking.
- Day 4: Share a dinner recipe with a coworker.
- Day 5: Send an email to 3 coworkers letting them each know they are doing a great job.
- Day 6: Tell a coworker something you respect about them.
- Day 7: Leave a kind note for the mail carrier, GDC courier or UPS courier.
- Day 8: Tell your boss/supervisor something you appreciate about them.
- Day 9: Offer to assist a colleague with a task.
- Day 10: Share a dessert recipe with a coworker.
- Day 11: Get a Post-It note and write something positive about yourself.
- Day 12: FREE DAY! How will you show kindness to a coworker?



CUSTOM ORNAMENTS MADE BY GCI

Each year GCI gives a holiday gift to our Commissioner and the GDC Board Members. This annual gift showcases one or more aspects of the GCI operations. The 2020 holiday gift included multiple locations within our Manufacturing Division. Commissioner Ward and each Board Member received personalized metal ornament manufactured on the plasma cutter at our Walker Metal Plant. The unique snowflake ornaments were beautifully packaged in custom wooden gift boxes manufactured using the CNC router at Dodge Wood

Plant. Each personalized ornament, as well as the two snowflake patterns used on the wooden boxes, were designed by William Rutledge, GCI's Drafter. The Engraving Plant, located in Decatur, cut foam inserts for the ornaments to rest on in the gift boxes using a laser cutter, and the work detail assigned to the Engraving Plant cut and hand tied the ribbons. Working and collaborating across multiple areas created a beautiful and unique product that was very well received by our Commissioner and the GDC Board.



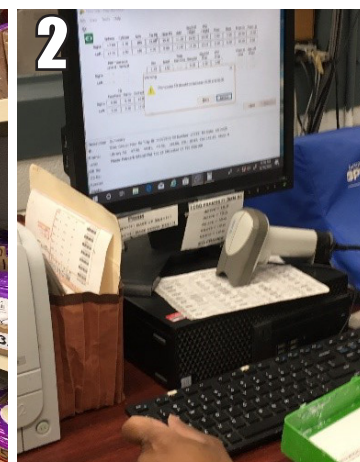
OPERATIONS HIGHLIGHT: HAYS OPTICS

Hays Optics Plant serves a two-fold purpose. Offenders are trained in the production of eyeglasses giving them marketable skills upon release. It also provides eyeglasses for Georgia Medicaid recipients and the Department of Corrections offenders. The Optics Plant has been in operation for over 20 years and fabricates approximately 3,200 pair of eyeglasses

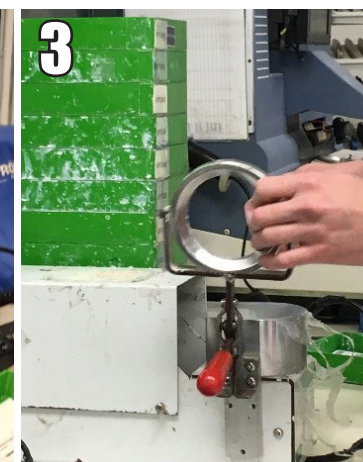
monthly. Each pair of eyeglasses are custom made to individual specifications. Offenders are trained and supervised by staff members, of which two are licensed opticians and one certified optician. Offenders learn the entire process of fabricating eyeglasses which includes, but is not limited to the following steps:



Proper lens and frame selection



Data entry for orders



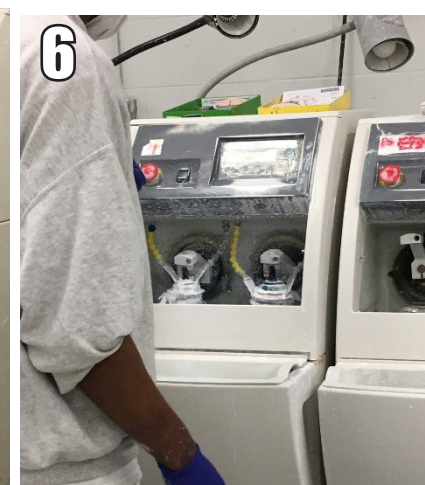
Preparation for lens surfacing



Lens generating



Fine tune the lens curves



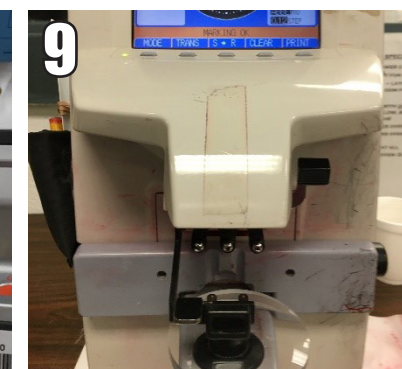
Lens polishing results in clear lenses



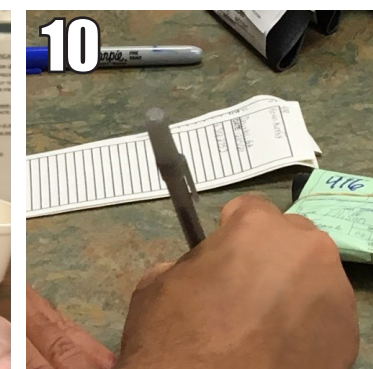
Polycarbonate lenses require a hard coating to improve scratch resistance



Kappa edger cuts lenses using a special cutting wheel



Final inspection



Shipping preparation

