

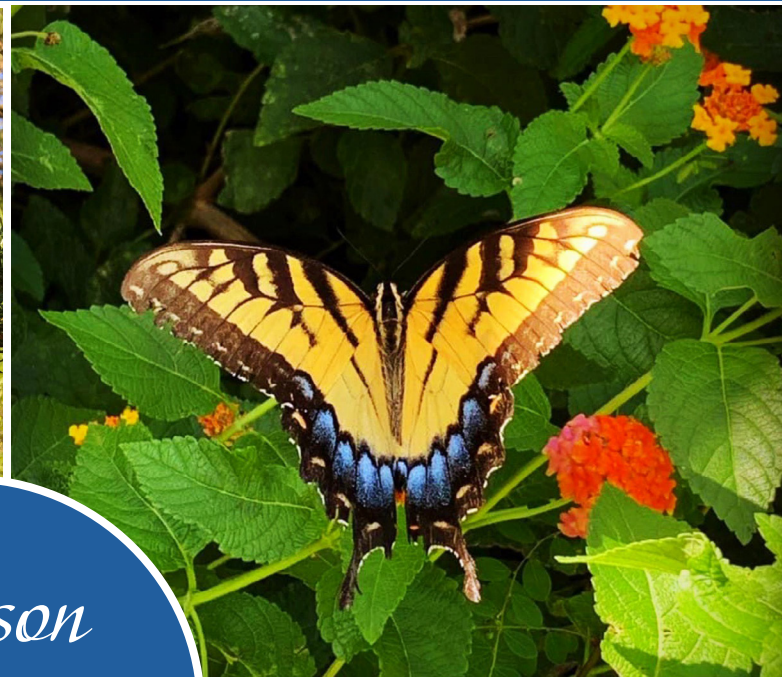


Have You Heard...?

Winter 2023

Georgia Correctional Industries

REHABILITATION THROUGH INNOVATION



*"Season
of
Change"*

Our Vision

Positively impacting the lives of all Georgians.

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 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 Expectation



FOCUS CORNER:

Maintain and reduce costs of raw materials

1. Implement processes to reduce waste
2. Research and develop other sources of raw materials
3. Implement forecasting processes – be proactive on supplies & materials – anticipate possible delays



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Maintain and Reduce Costs of Raw Materials
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Service Award Recipients

Please join us in congratulating our
first quarter service award recipients!



Dan Sumner presents Chan Fussell with her 25-year Service Award

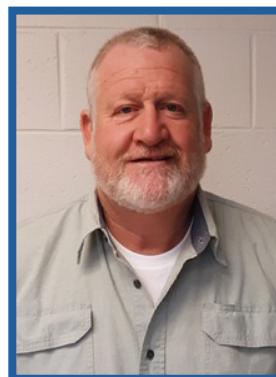
25 Years



Ruthie Lee Campbell
25 years

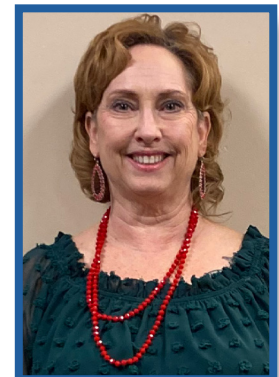


Kevin Hudson
25 years



Keith Lingold
25 years

20 Years



DeLana Powell
20 years

CONGRATULATIONS!

The State of Georgia recognizes employees who complete 5, 10, 15, 20, 25 and 30 years of service.

15 Years



Melvin Cleveland
15 years



Ronnia Fann
15 years



Stephanie Frazier
15 years



Louie Hightower
15 years

10 Years



Charles Morris
10 years



Kasey Stone
10 years

5 Years



Bill Wilke
5 years



Chuck Purcell
5 years

MEET THE PLANT MANAGERS

"Within our 21 plants, GCI plays a valuable role in providing the training, work experience, and education offenders will need to obtain employment upon release."

MEET MANAGEMENT:



Chris Corn

Operations Manager



Joe Denmark

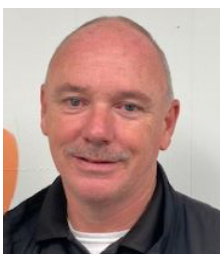
Operations Manager



Cliff Oliver

Autry Shoe/Textile Plant

Cliff started his career with GCI as a Supervisor 1 at our Textile plant and worked his way up to Plant Manager. His willingness to always help with other textile plants and his leadership skills, have contributed to the success of our textile industry.



Franklin Hatcher

Central Textile Plant

Franklin is a great manager to work under. When he enters through the door, he is always ready to work! He is always smiling and encouraging his staff to be better and strive for better. He is an awesome example of what leadership should look like.



Rufus Crews

Valdosta Chemical Plant

Rufus started his career with GCI as a Supervisor 1 at our Chemical Plant and worked his way up to Plant Manager. His knowledge and dedication make him the biggest asset to ever step foot in the Chemical Plant.



Ricki French

Colony Farm

Ricki is a great team leader. He is always willing to help anyone when help is needed. He is always willing to listen and he is very enjoyable to work with. He keeps us laughing with his great sense of humor.



Jack Upshaw

Dodge Wood Plant

Jack started his career with GDC in 1995 as a Correctional Officer and in 2007 he was given the opportunity to transition into GCI as a Supervisor 1. With the skills that he has developed over the years, he was a perfect fit to become the Plant Manager in 2021.



Lakethia Tolen

Engraving Plant

Lakethia began her career with GCI in 2004. She realizes that not only is GCI a job, but a passion. She understands that it is fulfilling to come to work knowing that each day you are training, you are impacting someone's life, and potentially their future.

**Cliff Conley****GSP & Smith Sign Plant**

Before joining our Smith Sign Plant, Cliff was the manager at Rogers Canning Plant. Prior to GCI, he worked with Georgia Department of Transportation (GDOT) for over a decade. His knowledge and prestigious background, contribute tremendously to GCI's success.

**Clint Walker****Pulaski Textile Plant**

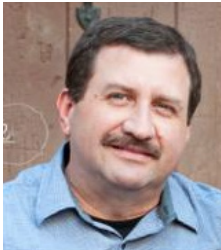
Clint is a great Plant Manager. He is well liked by his staff and the offenders. He is very considerate. Clint never hesitates to jump to help whenever he is needed.

**Tiffany Macklin****Hancock Embroidery Plant**

Tiffany is an absolute joy to work with. She is always smiling when she is around. She is so gracious and very respectful. Tiffany does her job well and with pride.

**Gary Russell****Telfair Mattress Plant**

Gary's outstanding performance is an inspiration to us all. He has raised the bar since becoming the Plant Manager for the Mattress Plant and his performance has been an asset to the GCI team. No matter the situation, he always rises to the occasion.

**Eduardo Morales****Hays Optics Plant**

Eduardo joined GCI from the optical business one year ago. His knowledge and experience has led to better ideas and implementations to our optical process.

**Dana Grinstead****Telfair Tag Plant**

Dana has been a tremendous asset to GCI and he has done a fantastic job in his role. His service and commitment are exceptional and adds value to our company. Dana's hard work, dedication, and exceptionally high-quality work is inspiring and motivating.

**Bill Blum****Montgomery Upholstery/Panel Plant**

Bill started his career with GCI in 2010 and he has proven that hard work and dedication pay off. In 2022, Bill accepted the Plant Manager position. Bill enjoys his job and the challenges that come along with it.

**Joe Langston****Walker Metal Plant**

Joe joined GCI in 2018 as a Supervisor 1 and he worked his way up to Plant Manager at Walker Metal Plant. Joe is always willing to go the extra mile to deliver impeccable work. He is always proactive, accountable for his work, and willing to support those around him when needed.

**Dan Sims****Offender Package Program**

Dan is an excellent communicator and networker. He has a real knack for being able to talk with anyone. Dan does a really great job steering the ship at Lee Arrendale Package Program.

**Vickie Langston****Washington Textile Plant**

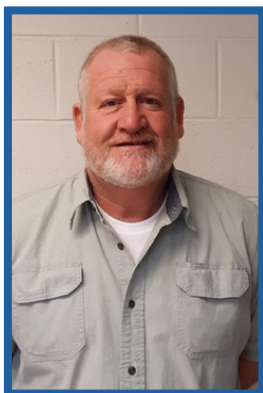
Vickie is a great Plant Manager. She wants the items produced at the plant to have the highest standard of quality. She is always willing to teach and show her staff about the different products that are made at the plant. Vickie is always willing to answer your questions. She is a great team leader.

**Joni Merk****Phillips Print Plant**

Joni is a wonderful team builder and morale booster. She takes a lot of pride in her co-workers. Everyone at Phillips loves working with her.



“Why I Work At GCI”



Keith Lingold, Farm Manager (Middle Georgia Farm)

I grew up raising cattle, baling hay and enjoying the outdoors. From an early age, I learned the value of hard work and I enjoy seeing the outcome when the job is finished. I appreciate and enjoy the job I do. The ones I work under, and the ones that I work with, make even the toughest days a little brighter. I work for GCI because you don't just feel like a co-worker or employee, but grow to be more of a family.



Donnie White, Beef Unit Manager (Rogers Farm)

My love for agriculture was established at a very early age, and the love of farming has always been in my blood. My passion, however, is beef cattle because you can never expect any day to be the same. This love for cattle began when I started helping on my granddaddy's farm. He taught me how to drive tractors, plant crops and tend to the cattle. Now I have the opportunity to take what my granddaddy taught me and apply it to my job at Rogers Farm as the Beef Unit Manager.

“My love for agriculture was established at a very early age, and the love of farming has always been in my blood.”

COMMUNITY INVOLVEMENT

Secret Santa

GCI had the opportunity to come together to make a difference in the lives of several Georgia children. Each child provided a wish list of items to help make their season bright. Working together, we made their wishes a reality. Daily, we strive to fulfill our vision of positively impacting the lives of all Georgians. What a wonderful opportunity we had to do just that.



“Working together, we have the ability to help ensure that every child in Georgia’s foster care has a bright and happy holiday; that no child is overlooked.”

Atlanta Mission

GCI hosted its annual “Another Act of Compassion” by collecting and donating to the Atlanta Mission. Atlanta Mission is the city’s largest and longest-running provider of services to homeless men, women and children. This year we collected and donated “critically needed items” including professional men’s and women’s clothing, belts, bar soap, lotion and bottled water. Our drive was a success and was another way to positively impact our community.



This year we collected and donated professional men’s and women’s clothing, belts, bar soap, lotion and bottled water. A special thank you to everyone who donated!



Everyday HERO



Bill Blum
Montgomery Upholstery/Panel Plant Manager

Bill Blum has been a tremendous help in supporting seating, panels, and upholstery. His “can-do” attitude has been a great help in solving challenges or helping win deals. Despite the supply chain disruption, Bill has delivered solutions in a timely and cost-effective way. These solutions have led to continued year-over-year improvement in sales.

- Dan Fagan, Director of Sales and Marketing



Akena Davis
Office Manager

I would like to nominate Akena Davis for her hard work in keeping up the morale not only in her office but the entire building. Akena is always upbeat and positive. I thank Akena for always finding things to do as a team.

- Tina Miller, Customer Service



Kathy Easterling
Customer Service Rep 2

“We would like to nominate Kathy Easterling as our Everyday Hero. Kathy is the biggest asset to our plant. She plays a major role to our team as we could not do anything we do on a daily basis without her. Our day would not be the same without hearing her giggle at least once a day. Thank you for being so amazing, Kathy. We love you!”

- Smith Sign Plant Staff

“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



Christine Herriott
Pre-Press Supervisor

Christine always goes above and beyond with everything she does. She cannot stand for something to be incorrect. It drives her crazy. She once worked 80 hours on a 4000 page book for OIG and completed the job before the customer needed it. I'm proud to have someone like Christine working with me.

- Joni Merk, Phillips Print Plant Manager



William Rutledge
Design (CAD) Draftsman

William Rutledge is a valuable asset to GCI. His cheerful and helpful work has empowered the sales team. His CAD services are outstanding and allow the sales team to solve complex solutions that require custom work. Customers now have the ability to see a design and make alterations that can be the key to making a sale. We recognize the effort and value he brings to the GCI team.

- Dan Fagan, Director of Sales and Marketing



Akena Davis
Office Manager

Ronnia Fann
Project Manager

DeLana Powell
Reentry Coordinator

Lakethia Tolen
Engraving Plant Manager

Akena Davis, Ronnia Fann, DeLana Powell and Lakethia Tolen have supported the charitable fundraising efforts in Decatur. Their hard work and fun attitude were great ways to bring in donations for charitable giving. The hard work and time commitment should be recognized as extraordinary and is greatly appreciated. Thank you, folks.

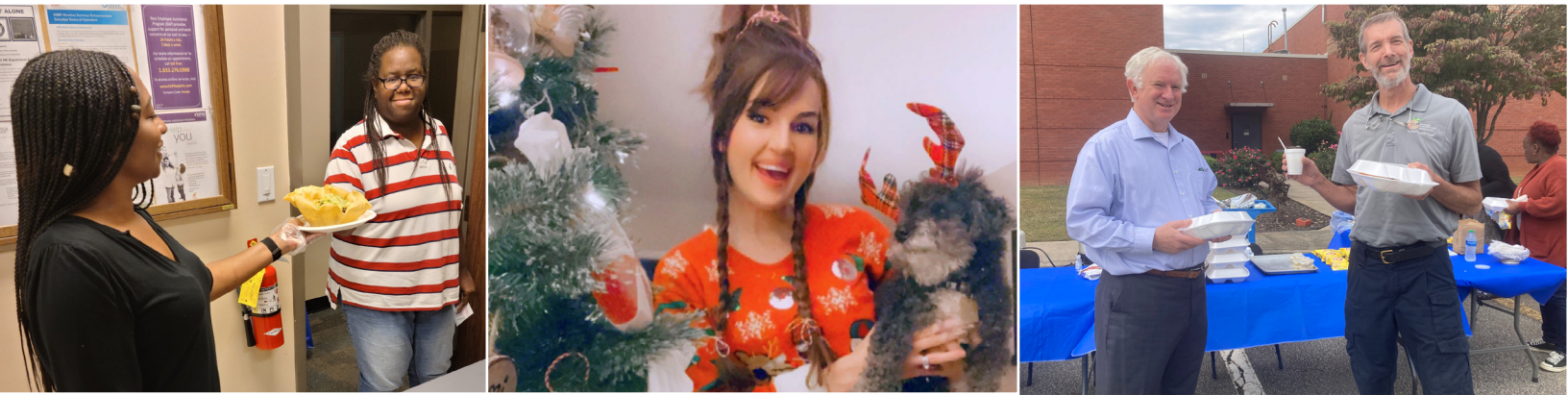
We appreciate all that you have done.

- Dan Fagan, Director of Sales and Marketing



17

We hosted 17 individual fundraisers. We also collected men's and women's professional clothing, belts, lotion, bar soap and bottled water that was donated to Atlanta Mission.



THANK YOU!

With your help, we raised a total of

\$1,658.00



SCCP HIGHLIGHTS



165

Over 17 fundraising events, we had a collective total of over 165 acts of participation for the 2022 fundraising period!

FAREWELL TO OUR RETIREES



Laverne Daniel

Laverne began her career at GCI in 2004. She transferred from GDC to GCI's Hancock Textile (Garment) Plant as a Plant Supervisor 1. In 2007, Laverne was promoted to Plant Supervisor 2. In April 2022, Laverne transferred to Washington Textile Plant as a Plant Supervisor 2 where she maintained this position until her retirement in December 2022.

We wish Laverne the best on her retirement and she will be missed.

- Vickie Langston, Washington Textile Plant Manager



James "Jimmy" Williams

Jimmy began his career at GCI in 1997 and worked 25 years as a truck driver. In his early years, Jimmy delivered furniture out of Reidsville. He later started delivering food and milk for the Food Distribution Unit (FDU) in Milledgeville. In his last three years, he had milk runs in southeast Georgia.

Jimmy never met a stranger. In fact, he knew so many people that if you mentioned a facility he would tell stories about that facility and the people who worked there. He took customer service seriously and tried to make it easy for them by calling and informing them about their deliveries.

Jimmy loves hunting and fishing, particularly hog hunting. He has rows of dog pens with a dog in each one. In retirement, Jimmy plans to spend more time with his grandchildren and take them hunting with him.

- Frank Myrick, Heavy Equipment Superintendent

"Congratulations on your retirement.
You have worked so hard to earn this milestone.
May this new journey refresh and strengthen you."

Welcome, New Team Members

“Your Excellence Drives Our Success”



Robert Atkins

Farm & Livestock Specialist
Rogers Farm



Jonathan Mobley

Plant Operator 3
Rogers Canning Plant



Patrick Kay

Plant Operator 3
FDU



Annedra Ford

Supervisor 1
Pulaski Textile Plant



Colonte Swint

Supervisor 1
Washington Textile Plant



Stephanie Frazier

Plant Supervisor 1
Washington Textile Plant
(Transfer)



Travis Morales

Plant Supervisor 1
Walker Metal Plant



2022 PRODUCTION HIGHLIGHTS

The 2022 season has come to an end and the staff at GCI's Farm division has done a tremendous job this year. We had times throughout the year where we experienced some extreme heat, dry periods, production delays, and unforeseen obstacles, but GCI Farms had an outstanding production year as did the livestock operations, dairy, canning plant, and our egg production facility.

Joe Kennedy Farm (JKF) in Lyons, Georgia, farms approximately 950 acres of row crops throughout the year. For the 2022 growing season, JKF had 320 acres of cotton, 490 acres of yellow corn, and 145 acres of silage used to feed our beef cows. Our corn crop was slightly off due to some hot weather during pollination; however, we ended the year with a good crop despite the irregular and ever-changing growing conditions. Our 2022 cotton crop was outstanding. JKF averaged 1,212 pounds of lint per acre. Considering that 65% of the crop was dryland (non-irrigated), this was an outstanding production year. In addition to row crops, JKF also handles all of the state's calves statewide which is close to 1,600 head annually. We would like to acknowledge Russ Connell and his staff for an outstanding job. He and his staff always meet planting, spraying, and fertilizing deadlines for crops/hay and are always on top of their daily production goals. This is no surprise because they have consistently met their

deadlines and have a great track record.

Rogers Farm, located in Reidsville, Georgia, is by far the largest farm GCI operates. Rogers Farm row crops approximately 3,000 acres. For the 2022 growing season, Rogers Farm planted approximately 1,300 acres of corn and silage, 220 acres of wheat, 880 acres of cotton, and 420 acres of peanuts, plus an additional 400 acres of vegetables. The 2022 production was above average on all crops. Our staff at the Row Crop division consists of Cody Anderson, Garrett Moore, Hunter Moxley, Joe Thomas and Robert Akins. These men did a tremendous job growing and harvesting an exceptional crop at Rogers Farm in 2022. They have spent many late hours (well after dark) and completed their production tasks as required. It takes dedication and persistent teamwork to coordinate all the activities that are required to see all these crops through to completion.

In addition to row crops, Rogers also has a canning facility run by David Beasley. David and his staff have done a great job with quality as well as production. He and his staff can over 1 million units annually. They are really making a difference in our canning facility, and we are very pleased with their achievements. The dairy processing facility is run by Justin O'Neal. He and his staff always meet the production require-

ments each week. This operation provides 16 million half pints of milk annually for all state facilities. Justin and his team have done a tremendous job at running this facility each day. The dairy milking operation is run by Grady Byers. The dairy milking division ensures the processing facility has milk to fill cartons. Joshua Callaway started his new position as Farm Operations Manager 2 at the dairy and the canning plants, and he has done an outstanding job in assisting the daily production of these two facilities. Josh has hit the ground running. We are very pleased with the teamwork and efforts within this division as well. The Feed Mill operation led by Jonathan Smith provides mixed feed for the dairy and beef operations and plays a vital role in their success. The Fresh Vegetable operation led by Brandon Grooms, provides fresh vegetables to all facilities around the state. Brandon and his staff continue to improve in their efforts to increase production each year. The Canned Vegetable division, led by Steve Kinnett, grows and harvests all the canned vegetables that run through our Canning division. Lastly, our beef operation is led by Donnie White. Donnie oversees the production of 1,000 brood cows. Donnie assists with hay production, and he is always willing to help when needed.

The team is dedicated to making our operations run efficiently every single day. As you can see, many of these operations overlap one another so teamwork is a must. All of these staff members along with their team help create one unit that works together to meet our statewide production requirements.

We have seven operating farms across the state and all GCI Farm staff do an exceptional job every day. We also have a beef operation in Lee Arrendale, Milledgeville, and Davisboro. Keith Lingold is the Farm Manager in Milledgeville and does an outstanding job of consistently meeting production goals. We have a newly opened beef operation at Dooly State Prison that is led by Latravus West. Latravus also produces fresh vegetables for the state. GCI has a new egg facility in Mount Vernon. Anthony Powell and his staff started up our new facility in July 2020 and have done a tremendous job at meeting and exceeding production goals. On average, this operation produces over 2.7 million dozen eggs annually along with providing fresh eggs and frozen eggs statewide. They have a showcase facility at Montgomery State Prison and are doing a great job. Last but not least, we must acknowledge our statewide maintenance department led by Jerry Wiggins. Jerry and his team are usually called upon when problems arise (many times after hours). They have the task of keeping all of our divisions running daily. These guys are diversified in their skill sets and they are an integral part of our success.

Farming is hard work. Whether it is working cattle, baling hay, rebuilding fence, row cropping, operating a dairy milking and processing plant, producing eggs, operating a canning plant facility or growing vegetables, hard work and dedication are required. Our staff works very well together as a team and they are always available to assist another farm whenever the need arises. We are grateful for the talent our staff possesses. Each person brings something new and unique to our operation and we are blessed to have such dedicated and talented staff. They consistently meet our production goals and they are dedicated to seeing each day through to completion. GCI Farm division is truly comprised of great staff members. Their consistent hard work, skills, talents, perseverance and professionalism are amazing. A very special thank you to all GCI Farm staff.





CONGRATULATIONS ON YOUR GRADUATION, WILLIAM!



Shout out to GCI's own William Rutledge! William completed his course of study in the drafting technology program at Georgia Northwestern Technical College in the fall, earning his Associate's degree of Applied Science in Drafting Technology. GCI staff, along with other friends and family, joined together at William's graduation ceremony in December. Not only did William graduate, he did so with a 4.0 average while working his full-time job with GCI. Join us in congratulating William on this wonderful accomplishment.

FAREWELL TO OUR DEPUTY EXECUTIVE DIRECTOR, AMY PATALUNA



The only thing constant is change. After a nearly two decade career with GDC and GCI, Amy has moved on to National Correctional Industries Association (NCIA). Though we will miss Amy and her leadership within GCI, we are excited for her and the wonderful opportunity she has to make a positive and lasting impact on correctional industries (CI's) at a national level. As Executive Director, Amy's passion and dedication will take NCIA to the next level and the organization will thrive under her leadership. Amy was an integral part of GCI and she will be missed. Thank you, Amy, for all you have done for GCI. Your excellence definitely drove our success!

HAVE YOU HEARD?

PAULDING COUNTY COURT OF APPEALS



In 2021, the newly created Paulding County State Court came on line as the newest circuit in the state's judicial system. Two new courtrooms were created in the existing Paulding Court Building to accommodate the expansion. GCI was called upon to provide new furniture for these courtrooms, as well as the new Judges' offices and support staff.

GCI was asked to match the look and style of the other courtrooms. For the courtroom, Dodge Wood Plant fabricated custom lawyer tables, clerk desks, podiums and file storage for each courtroom. They also created courtroom benches for seating for the general public. Dodge also built 30 solid wood benches. Benches were delivered and installed by Field Service.

A custom 5' x 12' jury deliberation table and 14 chairs were also fabricated. All of the wood was finished in a classic old-world mahogany to give a timeless, stately look. The new offices allowed GCI the opportunity to provide a solid wood veneer desk system. This included a desk, credenza, hutch and bookcases and guest seating.

GCI SALES TEAM ATTENDS THE 2022 SCHOOL BOARD ASSOCIATION CONFERENCE

Attending the Georgia School Board Association conference gave GCI the opportunity to get on a new customer's radar by showing our products and letting them know that we are a company they need to keep in touch with. Being there gave us the opportunity to interact and discuss future projects.

It is easier to make a connection with someone because they can put a face to the name. The attendees appreciated seeing our product samples and this helped facilitate discussions about other products we provide that they are not currently purchasing from us.



