

INDUSTRIES INSIGHT

Colorado Correctional Industries Newsletter



Newly elected Governor, John Hickenlooper, stops by to visit CDOC

Written by Cheryl Ahumada, CCI Marketing Coordinator

Colorado's newest Governor, John Hickenlooper, made his first visit to Colorado Springs by stopping by the Zalman Center, just across the street from CDOC Headquarters building. Staff from nearby locations attended his address, and we heard our Governor indicate that, "CDOC has exemplary employees who do a great job of serving our local communities and the State of Colorado."

He spoke about our newly appointed Executive Director, Tom Clements, stating that Mr. Clements was very well quali-

fied to run our agency for years to come, and he's confident in his selection to help move Colorado through this time in his-

Executive Director Tom Clements took the time to introduce CCI's Director, Steve Smith, and to co-present a custom fly fishing rod, manufactured by CCI's Fly Rod shop. The governor was surprised to receive such a wonderful gift, and immediately started to assemble the pieces and test its flexibility. CCI is hopeful the governor will use this fishing rod in one of our many beautiful streams in Colorado, and we

feel honored having provided this gift to a leader who we all put our faith into for our future.

Governor Hickenlooper wrapped up his visit by challenging all state employees to convey effective, efficient and elegant leadership while working with one another and the public. Here, here governor!



CCI Director Steve Smith (left) shows Governor Hickenlooper (right) his name, which was custom threaded into the shaft of the fly fishing rod.

tory. Governor Hickenlooper spoke of his desire to reward State employees with pay increases in the not to distant future, as he knows we have all sacrificed over the past three years.



(L-R) CCI Director Steve Smith and CDOC Executive Director Tom Clements watch as Governor Hickenlooper assembles his new custom fly fishing rod manufactured by CCI's Fly Rod Shop at Arrowhead Correctional Center.

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CCi Employees of the Year acknowledged

Joint Overall Employee of the Year/Sales Division—Dave Daiker

Work hard and play hard. That is the mantra of Sales Representative Dave Daiker. The first part of that mantra was the entire reason Dave was chosen as CCI's newest joint- "overall" Employee of the Year. Dave has worked in state government for 16 years—15 of those with CCI in the Sales division. In those years, he has worked tirelessly in learning all the nuts and bolts of the products we manufacture and sell, and has fostered a successful relationship with his "one and only account" (as his co-workers love to tease him about), University of Colorado. At the start of Dave's exclusive assignment with CU ten years ago, this account netted upward of \$2 million in furniture per year. With all the expansions CU has undergone over the years, as well as the vast variety of furniture CCI now offers our customers, Dave is proud to bookmark sales of \$5 million per year.

Dave is quick to state that he wouldn't be as successful as he is, without the help of a great support team at the Oakland Sales Office. "The current management within CCI has vastly improved from the top, down, so it's much easier to be successful when you've got great leadership and supporters aiding in our success."

Dave is the top producing salesperson within CCI, but after all that hard work comes the hard play. On most weekends and almost every vacation day, Dave can be found at the Loveland ski area teaching skiers and training new ski instructors all about the graceful art of skiing on Colorado's beautiful mountains. In fact, Dave spends so many days on the ski slopes, he has to keep very close track of which day of the week it is, so he doesn't travel in the wrong direction when heading out in



the morning!

Dave is looking forward to working another 15 years for CCI, and experiencing all the challenges that will come, both personally and professionally, within that time. Congratulations to Dave Daiker, CCI's joint- "overall" Employee of the Year extraordinaire!

Joint Overall Employee of the Year/Finance Division—Kellie Siegfried

CCI's newest joint- "overall" Employee of the Year from the Finance division is "quiet" Kellie Siegfried. Kellie is so shy and reserved, but it's that type of person you need to watch out for in business—they'll sneak up behind you when you least expect it, and surprise everyone with something unexpected...like being selected Employee of the Year!

Kellie started her career with DOC just ten short years ago, and three years later, she started her bean-counting responsibilities, working her way toward CCI in 2007. Kellie loves her job; she's responsible for order entry, billing, customer service, has signature authority, and most importantly has successfully trained and mentored two office workers managing finances for over 60 profit generating shops within CCI. That's a lot of beans!

Quiet Kellie loves her job. "I am always happy coming to work. It's challenging, I work with great people, and feel like I'm part of a community within the department." Some of her co-workers have stated that Kellie is very knowledgeable, patient, open to any suggestions, and is helpful in implementing new ideas within their work unit. It sure sounds like Kellie helps to make the fiscal department positive and upbeat.

CONGRATULATIONS, Quiet Kellie, you deserve to enjoy your recognition in the LOUDEST



WAY POSSIBLE! We are proud of you!

Employee of the Year/Agriculture Division—Jeff Seley

CCI's 2011 Sector Employee of the Year for the Agriculture division is none other than Jeff Seley. Jeff can be seen every day in Canon City pruning, weeding, applying pesticides, irrigating, harvesting, packaging, or just plain getting dirty in the apple orchards and grape vineyards on the East Canon Complex. This is not what Jeff thought he'd be doing, when he started with CDOC in 1990.

Jeff started his employment as an officer at CTCF. In 1997, he transferred to CTU and spent the next nine years traveling on Colorado highways, transporting inmates between facilities. In 2006, Steve Smith, who at that time was the Agri-Business Division Manager, was acquainted with Jeff and his work ethic. Steve asked Jeff if he'd be interested in taking "ownership" of the fields for CCI. Jeff had very little experience in horticulture, so with the help of the CSU extension office and taking numerous seminars with Western Horticulture, Jeff learned all the tricks of the trade he's currently using in cultivating apples and wine grapes.

Jeff and his crew are responsible for CCI's entire 11 acres of Honey Crisp, Gala, Red Delicious, Golden Delicious and Jonathan apple orchards as well as 23 acres of Chardonnay, Riesling, Viognier, and Concord grape vineyards (which are all sold to the award winning Winery at Holy Cross Abbey). These fields continue to produce bumper crops, and Jeff continues to surprise us all each year with what he has accomplished.

Jeff is a self-starting go-getter, and we're proud to award the Employee of the Year designation to him. Thank you, Jeff, for your tenacity in "owning" your position.



Joint Employee of the Year/Service Division—Connie Garcia

When you're a little hungry for that sweet or salty snack, who do you call for a recommendation?? Connie Garcia, that is! Connie has been assisting CCI Canteen staff for the past five years and they couldn't do without her expertise. Connie has many facets to her position; she supports the Service Division Manager and Canteen Manager, as well as being responsible for vendor contracts, is the grievance and staff resource coordinator, and most recently, concierge for the newly christened CCI International Training and Conference Center located on the grounds of CWCF.

CCI has been hosting foreign nationals while they participate in the International Training Program. CDOC and CCI are sharing knowledge in the areas of armed transport, prison operations, case management, classification systems and prison industries. While in Colorado, Connie is ultimately responsible for every part of our guest's stay, some of which include scheduling, meals, housekeeping, weekend entertainment, financial tracking and after action reports. CCI has affectionately dubbed Connie "Manager of B&B International!!"

Connie loves the diversity of her position. "I relish the fact that I am helping to make an impression on what CCI is all about and that I am part of helping improve other countries. Through our joint efforts, we are assisting third world countries improve the management of their prison system—that's HUGE!" We are so pleased to congratulate Connie on her designation of joint-Employee of the Year, Service division, and we're sure she'll leave the light on!



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Joint Employee of the Year/Service Division—Amy Garcia

CCi is proud to announce the joint-Employee of the Year for the Service division is Amy Garcia, CIPS supervisor. Amy was hired in 2000, working in the Inspector General's office, and in 2002, she transferred over to CIPS, which was headed up by Business Technologies at that time. CCi took over management of CIPS in 2007.



Amy has received numerous promotions while working in CIPS. Her most recent upgrade was to Supervisor in 2010. Her responsibilities take her all across the state, as Amy supervises CIPS operators in Buena Vista, Colorado Springs, Crowley, Denver, Limon, Pueblo, Sterling and her home base of Canon City. Phone connections and proper equipment operation are paramount to the inmate phone systems. Not only do the inmates appreciate a direct line of communication to their families, but the recipients

also place a great value on the CIPS phone system.

There have been some vast improvements in the CIPS system over the last handful of years. Files have been converted from paper to electronic; facilities can look up inmate phone lists on DOCNET—this is especially effective during non-business hours; and currently, Amy is working with Canteen in an effort to facilitate placing canteen orders through the phone lines. This will ultimately save on paper and staff time, and the goal is to have this completed sometime this calendar year!

Amy is grateful for all that CCi encompasses. "I have a wonderful team that I work with. It is great being surrounded with people who are positive, want to be successful and are team players. Our Director trusts us to do the jobs we were hired to do, and has faith in our capabilities. I'm also impressed with CCi's vast programs available to inmates. All of this is a winning combination for everyone!"

Congratulations, Amy, you hold a well-deserved designation as joint Service division Employee of the Year!

Employee of the Year/Manufacturing Division—Virginia Haynes

It is a known fact that the License Plate Factory (aka Tag plant) has been a staple in the prison system since CTCF came into existence, but little is known about Virginia Haynes who works in this shop, and has been recognized and awarded the Employee of the Year for the Manufacturing division.



Virginia has been working for DOC since 1987. During those 24 years, she ran the CCF snack bar, worked as a manufacturing secretary, and in 1995 transferred to the tag shop at CTCF. Virginia is always looking for different challenges, so after filling in as needed for the tag plant numerous years, she was permanently shifted to that position where she remains today. Virginia works with the Department of Revenue running and tracking orders, filling personalized plate orders and keeping track of monthly inventories. This is a monumental

task, considering all the counties that must be serviced.

In her quest for excellence, Virginia coordinated recalling all license plates that were not utilized within a year, inventoried the batches, and then re-issued plates to various counties which were in need of them. This not only helped the Department of Revenue, but satisfied the county needs without having to manufacture plates which were not necessary. She was also instrumental in the implementation of Global Shop within the Tag plant.

Virginia has enjoyed watching the transformation of technology over the last 24 years. "I feel a part of the tag plant, as I've learned a lot about the manufacturing process, and enjoy seeing raw materials turn out a quality finished product. I enjoy working with our staff, and I've made some good friends." Virginia sees herself retiring in the next 4-5 years and focusing on working her cattle ranch which has been in her family for four generations.

CCi is lucky to have such a dedicated employee as Virginia on our side. If we could make a license plate for you, Virginia, which sums up your qualities, it would say "SUPERB." Congratulations on being named Employee of the Year, Manufacturing division.



We bid you, "adieu"

For they're jolly good fellows...CCi wishes the following employees the very best as they embark on their new life's adventure after retiring from State service. Thank you for the contributions you have made to our organization!

Wanda Keator (General Services LVCF)—over 19 years

Odie Young (Southern Canteen)—over 10 years



CCi welcomes the following employees who have joined our team of professionals between the dates of October 1, 2010–February 28, 2011. (Note, some of these employees were already on board as contract workers, and have been converted to CCi FTE's.)

- Rainey Brooks**—Goat Dairy, SCC
- Justin Chambers**—Fishery, ACC
- James Chaney**—Fishery, ACC
- Lucas Johnson**—Fleet, ACC
- Dan Laughlin**—Fishery, ACC
- Brian Millius**—Food Service, RCC
- Cassandra Ritter**—Greenhouse, ACC
- Dawn Varian**—WHIP, FMCC
- Rhonda Wheeler**—Goat Dairy, SCC



Terry Hamilton is up the creek, WITH his paddle!

By Cheryl Ahumada, CCI Marketing Coordinator and Peggy Kramer, CDOC Executive Employee Council Chair

Congratulations go out to Terry Hamilton, CDOC's Programs Manager at CMC; Terry is the

lucky winner of the hand-made, 14', \$1,500, redwood canoe which was raffled off by Colorado Correctional Industries (CCI) and Executive Employee Council on December 2, 2010. The one-seated canoe was built from professional plans by the CCI Fiberglass operation located within Fremont Correctional Facility. It weighs approximately 35 lbs. and is both stable and fast on the water. The canoe was made from redwood strips and has two layers of



Bob Cantwell, Director of Prisons (retired) pulled the winning ticket out of the canoe at Headquarters in front of many hopeful winners.

epoxy laminate to preserve, seal and ensure waterproof construction. It's retail value is \$4,000!

During the contest, the canoe traveled around the state, visiting ten different facilities over 2½ months. Once the canoe

finished its whirlwind state-wide tour, it was returned to the fiberglass shop for a good polishing before being delivered to Terry's home.

The Executive Employee Council was delighted and honored to be given the opportunity to raffle this exquisite piece of



craftsmanship. In all, 4,068 tickets were sold, and approximately \$3,500 was distributed to facility councils. 100% of the proceeds from ticket sales stayed with the facility employee council that sold those tickets. This contribution was CCI's way of thanking employee councils for supporting their products and services over the years.

Just as if Terry had won the lottery, he has been receiving phone calls from friends and family members, trying to bribe him to "store" the canoe in their garages! Terry is all too keen though, and plans to share his canoe with his fellow anglers while keeping a close eye on it at Cottonwood and Slide lakes near Buena Vista. Terry is so elated he won this fabulous gift;

in fact, he indicated this was the best Christmas gift he could have ever imagined receiving! Congratulations Terry, we hope the first fish you catch while in your canoe will be the best tasting fish ever!



MULTI-FUNCTIONAL: Terry is so desperate to use his canoe, he sent along this photo, stating, "By the way, it really doubles well as a toboggan!"

For further information on ordering a custom-built canoe of your own, contact CCI Tag Plant Supervisor Dennis Dunsmoor at 719-269-

4205 or CCI Fiberglass Shop Supervisor Caleb Moore at 719-269-4582. Other CCI products can be found on our web site, www.coloradoci.com.



Winner of CCI custom-built saddle, donated to the 2010 Buena Vista rodeo, was "meant to be"

Reported by Cheryl Ahumada, CCI Marketing Coordinator

Deb Hugelen and her husband, from Rush Valley, Utah, were visiting friends in Buena Vista the weekend of the 89th annual Colorado Collegiate Peaks Stampede Rodeo. They never imagined when they walked into the rodeo that day, they'd be walking away as the lucky winners of a custom made saddle manufactured and donated by CCI's leather and saddle making

shop at the Buena Vista Correctional Center. We phoned Deb to hear all about her story, and here's what she told us.

I was so totally excited when I won the saddle! When they called my name, I kept asking, 'Who's name did they say?' but when I heard, '...from Rush Valley, Utah,' I knew it was me!!



I immediately called my kids to tell them the news and was so happy and excited, I was almost in tears! My husband had been

looking for a new saddle, and I just looked at him and said, 'Well, there you go!!' I guess it was meant to be; there were a lot of tickets in that drum and they picked mine!



He absolutely loves his new saddle. He even ordered a custom built headstall from CCI to match it and is talking about

going back to showing his horse again! My husband works hard with the horses and spends a lot of time with our grandchildren, encouraging them in their riding and making sure they have fun too. He deserves a saddle like this one. I couldn't be happier that I won it! I would like to thank your organization for your generous donation.

Deb and family, you have a wonderful keepsake that should provide many years of enjoyment in your family. We are happy that this saddle went to such a warm and deserving family. Congratulations to you all!



U.S. Senator Bennet makes good on campaign promise: Family gets dog

Reprinted from 9News.com December 18, 2010

Children will forget their shoes, forget their manners, forget their homework, but they rarely forget a promise made to them by Mom or Dad. This is especially true when dad just happens to be Senator Michael Bennet. His daughters Caroline, Halina and Anne were focused on just one thing the day after the election.

"The only business they wanted to deal with after the election was getting a dog. That was job number one and they managed to do it," Bennet said. Bennet says in many ways his daughters and wife were more productive than the U.S. Senate, choosing their dog in just one day without fighting about which one was best.

The girls and their mom, Susan, found their dog through the Colorado Cell Dog Program. Dogs rescued from shelters across statewide are brought into the Prison Trained Dog Program (PTDP) for obedience training; including lessons in-

volving house training, crate training, sit, sit-stay, down, down-stay, come when called, basic heeling on lead and even a few tricks. After meeting several dogs, the Bennet girls picked a small, black, Pomeranian mix. They decided to name the dog Pepper, because he had lots of pep and they say his personality was kind of "spicy."

After a few weeks of training, Pepper performed for Susan and other future dog owners at the Denver Women's Correctional Facility. His trainer, Christina Collins explained why it's such a privilege to do this job. "When you have a pet you feel free, you feel like you're a part of something again," Collins said.

Collins taught Pepper how to run and jump through a hoop, to sit up and roll over. She says

his favorite thing to do was to cuddle and look out the window. While giving Susan Bennet a few more tips on how to communicate and discipline Pepper, she asked for a letter or two about him and his progress.



Pepper is now the newest member of the Bennet family. "He's really changed our life because he's always there and he brings us to school and he picks us up from school," Caroline said. As a result, the other male in the family is feeling a little bit left out.

"I came back from Washington and Pepper had been in the house for two days, and he had decided in that period of time that his job was to protect my family from me," Senator Bennet said jokingly. The girls say Pepper secretly loves their dad. After all, he did live up to his

promise. For more on the prison training program, go to www.coloradoci.com/?puppy.

* * * * *

United States Senate
Washington, D.C.

January 6, 2011

Dear Debi Stevens
CCi PTDP Manager

I'm writing to let you know how much Susan, Caroline, Halina, Anne and I have enjoyed welcoming our new dog, Pepper, to the family and how grateful we are to Deborah Larson for her help in introducing us to him. After enduring the long campaign with me, the girls couldn't be more pleased with their pet, who seems to be adjusting to life with us nicely.

Thanks for helping me keep this important campaign promise.

Sincerely,

Michael F. Bennet
United State Senator



CCC year-end results

Reported by Cheryl Ahumada, CCi Lead Coordinator

On behalf of the member charities and all the beneficiaries of the 2011 Colorado Combined Campaign, I would like to extend my appreciation for your donations. This year, CCi's overall goal for the campaign contribution was \$1,300. I'm happy to report we came in just shy of this goal, raising a total of \$1,240 for charities in Colorado! Each of us benefit from living in healthy, safe and vibrant communities that provide services to those who may need them.

Thank you to those who contributed to this campaign, If you chose to contribute in other ways in your community, thank you as well. It's all good in the end, so long as we support and embrace those who are less fortunate. Great job CCi!!



Rotary Scholarship recipients named

Canon City High School Graduates Jennifer Gennaro and Michael Wixom were each granted a scholarship from the, "Let There Be Light" Program, sponsored by the Canon City Rotary Club and supported by Colorado Correctional Industries Print Shop. The Scholarships are

funded by the sale of Rotary Calendars, whereby 100% of the profits go to Rotary scholarships and the Department of Correction's Fallen Officer Scholarship Program. Rotary scholarships are \$1,000 each and can continue for four years.



(L-R) Robin Gooldy, Rotary President, recipients Robin Gennaro and Michael Wixom, and Char Lindner, Program Director.



Apprenticeship Achieved

Offender Curtis #119090, who worked in Southern Canteen up until December 2010, completed a federal Janitorial Apprenticeship program. It required 2,000 hours of work experience and 144 hours of related instruction.

At his parole hearing in September, 2010, he was informed that if he completed this program he would most likely be paroled. CCi Southern Canteen staff is proud of him for achieving this accomplishment and forwarded the good news to his case manager.

UPDATE: Offender Curtis was successfully paroled in December, 2010. We believe Curtis's efforts in achieving this apprenticeship was a determining factor in his parole decision.

Have an idea for a newsletter article? Please forward them, plus any pictures, website addresses, newspaper articles, etc., to:

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Story ideas and articles need to be submitted by June 1 in order to be considered for the next newsletter.

NCIA names one of our own to their 2011 National Staff Honor Roll

The votes have been counted and the results are in! It is National Correctional Industries Association's (NCIA) pleasure to announce the 2011 NCIA National Staff Award Recipients. Among the winners is our very own Kellie Siegfried, CCI Accounting Technician, who achieved Honor Roll recognition.

NCIA Staff Awards recognizes the superior performance and supervisory excellence of a correctional industries staff member who has made a significant and sustained contribution to a correctional industries program. Candidates must excel in the utilization of human resources, effectiveness in meeting goals and objectives, and quality of service or contribution.

Some of the characteristics which make Kellie stand out from among her peers are:

- Kellie has always exemplified a positive approach, even when under considerable stress from high-pressure job expectations.
- Kellie is very knowledgeable, patient and open to suggestions.
- Kellie demonstrates a high level of job knowledge and has developed the art of handling customer service issues as a learning experience for all parties involved.
- Kellie aggressively works with CCI personnel, shop supervisors, sales staff, and the customer service division to assure timely delivery of product, accurate invoicing, and timely payment for products.
- Kellie adapts quickly to changes and challenges.



- Kellie's leadership and management skills are evident to all who are involved with her on a daily basis. This has included mentoring and training two new employees.

CCI's management staff is so proud and grateful for Kellie Siegfried's accomplishments and this recognition on a national level. Congratulations Kellie! Just as you are on NCIA's Honor Roll, we at CCI are "honored" to have you on our team of professionals.

Direct from the Director

This section continues to share with our readers a sampling of the numerous questions I, and CCI staff, receive through emails, phone calls or personal contact. I continue to ask that you forward your received questions to both Richard Curry and Gay Zalman so they may provide consistent responses and post pertinent information to our website. Please be sure to direct "information seekers" to our website, www.coloradoci.com for a wealth of information. You will find these and other frequently asked questions under Help & Info, General Info and FAQ.

1. What are your shipping and handling charges?

Great news! Our furniture prices listed on our Web catalog include shipping, delivery and installation to any Colorado address. When mailing charges are incurred, we will list the additional amount for you.

2. Does CCI repair seating, furniture or modular products that were not purchased from CCI?

No, CCI cannot repair non-CCI seating, furniture or modular products without voiding the manufacturer's warranty. Attempting to repair these items

with inadequate tools, processes or off-brand components could jeopardize the warranty coverage on the non-CCI product.

3. How do I apply for employment with Colorado Correctional Industries?

If you are interested in CCI employment you may contact our Human Resources department at 719-226-4465 or visit any Colorado Workforce Center to view job announcements for State employment. These offices also provide State applications.



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