We Appreciate YOU!

Two very warm August days brought about a celebration dedicated to all CCI employees. Nearly everyone from each CI shop was able to attend one of the two Employee Appreciation Luncheons held at Cinzetti’s in Denver, and the Holy Cross Abbey in Canon City.

Both events were attended by CCI Director Steve Smith, and his Division Management Team, Richard Curry, Jim Heaston, Andy Klinkerman, Jack Laughlin and Mike Jordan. Also peppered between the two events were Ari Zavaras, several wardens, and many other department heads within DOC. During the Canon City event, we got to catch up with retired CI Director Tom Crago, and retired CI Assistant Director Randy Jacobs. Their “dance cards” were filled during the entire event, sharing old stories and getting updated on current events with them.

Between the two events, special employees were recognized for milestone anniversaries, Correctional Excellence awards, Employees of the Year from each Division, and the highly coveted award, Overall Employee of the Year (see related article below).

At the conclusion of both events, staff were showered with door prizes donated from the Colorado State Employees Credit Union, and many items from our agricultural, manufacturing and sales programs.

It was great to spend a few hours together, meeting new people, laughing, eating, and catching up with old friends. For those of you who weren’t able to attend, Steve Smith would like to extend his thanks for your dedication and hard work over the last year, and is optimistic that this year will be one of the best year’s in CCI history. We appreciate YOU!

CCi Employee of the Year is Selected

At the end of each fiscal year, a committee made up of managers and directors review the applications of Employee of the Year nominees and select one person from each division of Sales/Marketing, Agriculture, Manufacturing and Service. Every runner up receives a Correctional Excellence Award for their outstanding achievements.

CCI’s 2007/2008 Division Employees of the Year were selected from a bountiful group of individuals, all deserving of this coveted award. Here are your winners:

<table>
<thead>
<tr>
<th>Division</th>
<th>Award</th>
<th>Recipient</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sales/Marketing</td>
<td>Correctional Excellence</td>
<td>Gay Zalman</td>
</tr>
<tr>
<td>Agriculture</td>
<td>Employee of the Year</td>
<td>Dave Sloan</td>
</tr>
<tr>
<td>Manufacturing</td>
<td>Employee of the Year</td>
<td>Pam Kahanic</td>
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<tr>
<td>Service</td>
<td>Correctional Excellence</td>
<td>Jason McClaughlin</td>
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<tr>
<td></td>
<td>Correctional Excellence</td>
<td>AJ Passarelli</td>
</tr>
<tr>
<td></td>
<td>Employee of the Year</td>
<td>Greg Hawkins</td>
</tr>
</tbody>
</table>

CCI’s overall Employee of the Year was selected from the winners of all Divisions. For FY 07/08, Greg Hawkins will hold this honor for the next year. Congratulations Greg, you are very deserving of this title; wear it proud!
CCi Receives Official Re-Accreditation Designation

Submitted by Willie Viljoen, CCi Accreditation Manager

The month of August brought the summer ACA conference to New Orleans, where CCi was officially awarded a renewed accreditation certificate for the next three years! The report and recommendations from our April 2008 National ACA audit were scrutinized by a tough hearing panel, but due to our excellent 100% scores, this made for a hearing with praise and admiration from the panel.

A strong Colorado delegation was on hand to answer questions and to offer support. Gary Golder and Karl Spiecker spoke on behalf of the Department, and reinforced Colorado’s commitment to achieve an Eagle award, which would mean accreditation by all DOC facilities as a whole.

The 100% score is a measure of the quality that CCi staff put into their work at every facility, every day. ACA certificates are making their way to each shop so you can display them with pride in your work place!

CCi Fingerprinting Service is “On a Roll”

Submitted by Michelle Berry, State Forms/Surplus Supervisor

CCi’s State Forms Center at the Oakland location provides fingerprinting services for the general public.

During the 2004 strategic planning session, CCi proposed implementing fingerprinting services to the general public, and by November, 2004, with an initial investment of less than $400, this service began.

Mr. Robert Thiede, DOC Investigator, who is also a recognized court expert on fingerprints, trained three staff on the correct techniques to get classifiable ink-rolled prints. In fiscal year 07/08, 6,467 people were fingerprinted.

Fingerprinting is required for EMTs, teachers, daycare workers, adoptions, real estate agents, mortgage brokers, driver’s ed instructors, securities trading, name changes, limousine/taxi cab drivers, and immigration. Recently, new legislation was passed requiring massage therapists in Colorado to be fingerprinted. There are 6,000+ therapists in Colorado, so State Forms expects to see an increase in printing. State Forms is also the sole provider of the fingerprint card for the State of Colorado so we are able to promote our services when cards are purchased. In addition, due to the quality of the printing services provided by CCi, the Colorado Bureau of Investigation, the Division of Real Estate and the Denver Police Department refer people to CCi who have had their fingerprints done by other agencies, but had the prints rejected due to poor quality.

We are looking forward to continued growth in this business for years to come.

Orange and White Make GREEN!

CCi’s continued effort to support our greening mission has yielded the production of canvas tote bags. Scrap materials that normally would have been discarded in our Garment shop have been made into shopping totes that can be used for carrying supplies from grocery stores, shopping malls, or carrying cargo to and from your cars!

Each washable tote is made of durable canvas and orange mesh side nylon material, and can hold two, one gallon milk cartons in one tote. Bags have been screen printed with the CCi logo and slogan, and can be screen printed with non-trademark art work for employee council sales, departmental donations, or personal community involvement. Minimum quantity of 25 applies.

Contact John or Mike at LCF Garment Shop for ordering details and bulk price quote. Individual bags (as shown) can be purchased from LCF Garment Shop for $2/each.

Thank you for doing your part to keep Colorado, and our world, GREEN!
Interview conducted between Bruce Bradley, Northern Canteen and Cheryl Ahumada, Sales/Marketing HQ

If you’ve ever spoken to any of the CCI Northern Canteen inmates, chances are they’ll tell you they’ve been encouraged to participate in the college courses offered by CCI Canteen Services under the direction of CDOC Education Department.

Currently, there is a two-year curriculum being offered to the Canteen inmates. The classes are: Introduction to Business, Principles of Sales, Principles of Retailing, Introduction to PC Applications, and Curriculum Application (OTJ training). Course credits add up to 18 semester hours which are accepted at any Colorado Community College. “Although these classes are designed to be completed in two years, it is somewhat ambitious in a prison setting, as work must always take precedence,” said Bruce Bradley, Northern Canteen Supervisor.

Inmate Susan Bailey is the second inmate to complete this regimen, taking one class per year, for the last four years. She received a standing ovation from her peers as she accepted her unofficial transcript from Bruce and Darryl Dryer, Education Department. Once released, inmate Bailey can look forward to putting her certificate to use in furthering her education. This program not only improves the scholastic levels of inmates, but gives each offender self-esteem and an improved work ethic.

Bruce has been teaching in Canteen for 8-9 years, and stated, “It is my dream to be able to teach others. It makes me feel good to help improve their lives and give them a sense of self worth.”

Congratulations to inmate Susan Bailey, and thanks to the staff at the CCI Northern Canteen: Bruce Bradley, David Urich, David Wang, Eric Brunner and Sandy Knudsen.

Cresting Over the Horizon: Recycled Printer Cartridges

Submitted by Andy Klinkerman, Manufacturing Division Mgr.

If you look at the Colorado Correctional Industries web site, you will find a new link and an entirely new product line being offered for sale. CCI has recently entered into a joint venture agreement with Green Cartridge to remanufacture ink and toner cartridges. As part of this new business venture, used ink and toner cartridges will be received from within the Department of Corrections and other state agencies and remanufactured for installation back into the printers.

These remanufactured components are not to be confused with the refilled cartridges that most people have tried before with only limited results. This operation will include sophisticated equipment to clean and test the ink and toner cartridges prior to being filled with the appropriate ink(s) and all cartridges will be tested and certified prior to being approved for sale.

Located within the Tag Plant at CTCF, this new operation will remanufacture both black and color components for distribution. All print and ink cartridges are fully warranted to ensure product longevity and printer success.

Initially, the operation will focus on several types of cartridges used in high volume by the Department of Corrections with plans to expand the production capabilities to include additional models. Between CCI and Green Cartridge, a wide variety of ink and toner cartridges will be available for purchase through either the CCI web site or the BT site located within DOCNET. Over the next several weeks, recycling bins for cartridges will be made available throughout the Department of Corrections to allow staff to send parts for remanufacture rather than landfill disposal.

Look for this logo
In the News: A Different Kind of Cottage Industry

Reprinted from The Denver Post, August 10, 2008

By Claire Martin

Have a look at the desks the next time you visit a state government office. Odds are that they were made by a Colorado prison inmate—one “buy local” approach that perhaps you’ve overlooked.

Most of the desks, chairs, bookcases, credenzas and other furniture in state offices and buildings are built at the Colorado Correctional Industries’ furniture factory and warehouse in Canon City. So are a few of the wood bed frames in state university dormitories, though most of the beds go to residential youth correctional facilities.

“The dormitory furniture is kind of a sideline,” said Andy Klinkerman, the manufacturing manager, which operates as a division of the Colorado Department of Corrections. “The bigger demand is case goods—office furniture for state agencies. The biggest demand is for desks. We make a product that’s focused on long-term sustainability. A lot of state agencies can’t afford new furniture every couple years. A desk’s got to last 10, 15, 20 years.”

Jobs at the factory and assembly warehouse are reserved for inmates who are “report-free and program-compliant,” prison parlance for exemplary behavior and graduation from prison training and educational programs. Each prisoner in the factory earns about $3 to $3.50 a day in the factory.

Most of the factory’s furniture and other products—bunting flags, metal file cabinets, chairs, computer hutches—goes to government agencies. The Denver showroom at 4999 Oakland Street sells some items to the public, “but we make every effort not to infringe on the private sector,” Klinkerman said.

Occasionally, the factory workers take on special contracts destined for the same state courtrooms where some received their prison sentences. Recently, the workers made some benches for Colorado’s 12th Judicial District courthouse in Alamosa.

“We sell some furniture to judges, but that’s onesie-twosie,” Klinkerman said. The inmates who make those custom orders probably hope they can say the same thing about the time they’ve served.

In the News: Inmates see the Forest for the Keys

Reprinted from The Denver Post, June 27, 2008

By Kirk Mitchell

Doors to freedom are opening more quickly for those helping federal officials remove the state’s beetle-battered lodgepole.

Colorado convicts armed with chain saws are cutting lodgepole in beetle-decimated forests and, in doing so, shaving time from their sentences under a new alliance between state prisons and federal forest officials.

"The last 10 years, I’ve been behind razor wire," said Daniel Martinez, 29, who is serving a prison term for menacing. "Now I’m able to enjoy nature, and it’s going to get me back to my family faster." Martinez is one of two dozen minimum-security prisoners from Buena Vista Correctional Facility who for several weeks have been sleeping in tents in the Arapaho National Forest north of Silverthorne while clearing pines whose needles have turned red under the assault of bark beetles.

In the wake of a seven-year drought that has weakened pines in three national forests in Colorado, the beetles have destroyed 1.5 million acres of lodgepole, said Jim Krugman of the U.S. Forest Service.

"There’s a great risk that a wind will blow them down," Krugman said. "Our concern is for safety." Colorado Department of Corrections officials this year offered the services of the State Wildland Inmate Fire Team for a fee that covers the expense of guarding, feeding, paying and equipping the inmates, said Jack Laughlin, service division manager of Colorado Correctional Industries, which runs the program.

It’s not easy work, Laughlin said. The crews work up to 14 hours a day, cutting logs with chain saws, carrying the wood to trucks and stacking branches into huge piles. Two staff members supervise 24 inmates, Laughlin said.

In six years, not one of the 300 members of the inmate firefighting crews has escaped. Only 25 percent of the offenders who have since been released have violated their parole terms or committed new crimes.

Martinez heard about the program when he was in a prison on the Eastern Plains. He asked to be transferred to Buena Vista to join and had to go six months without a disciplinary action before he could be considered.

"The rules are strict," Martinez said. "You can get written up for not tucking in your shirt. But it’s a privilege to be in this program."

For every day they participate, they are credited for an extra day off their sentence, Laughlin said.
In the News: New Prison Construction Under Way Near Canon City

Reprinted from the Pueblo Chieftain, August 20, 2008

By Tracy Harmon

CANON CITY - Colorado State Penitentiary II will not be the red brick beauty on the outside like its predecessor, but the state’s newest prison will have an enviable foundation and some state-of-the-art amenities no other prison has on the inside.

Construction of the $162 million administrative-maximum security prison is well under way at the East Canon Prison Complex with 60 percent of the foundation work complete. Motorists traveling on U.S. 50 east of Canon City will begin to see quite a bit of activity starting Thursday.

“We will have a 250-ton, 220-foot tall crane, arrive here Wednesday on eight trucks. Once it’s pieced together, it will lift Twin-Ts up to 15 feet wide and add them onto the foundation, then the wall panels will go up,” said Mark Crisman of Jacobs, who is working as project manager. “Right now we are putting forms up with some smaller cranes, then we pump cement into them to form the foundation.” The foundation will be 22 feet deep and is anchored into bedrock by 480 pillars that are drilled at least 24 feet into the ground, Crisman said.

CSPII will be a plain gray structure and won’t have the attractive red brick exterior of its older sister prison, mainly due to fiscal cuts that will keep the prison project on budget, Crisman said.

After the foundation is complete in October, 967 steel cells, all made by inmates working for Colorado Correctional Industries in the nearby Fremont prison metal shop, will start to be placed inside the prison in November. Each cell is constructed with a box designed to hold a computer screen. Via state-of-the-art terminal, inmates will get educational programming, possibly be able to order canteen items and the computer terminals could also be used to facilitate visits.

Completion of the prison is expected in spring of 2010, said Katherine Sanguinetti, DOC spokeswoman.

When the first Colorado State Penitentiary opened 15 years ago, the state saw a 66 percent drop in violence in the system within six months. Both the old and new penitentiaries will ensure particularly dangerous inmates remain locked up 23 hours a day.

A second high-security prison is needed, corrections officials said, because the state’s prison population continues to grow.

Create a Better Colorado Through Colorado Combined Campaign

The 2009 Colorado Combined Campaign is here again! Soon, each CI employee will receive a pledge form and charity directory. Each organization has been pre-screened by the CCC to ensure eligibility as a 501 (C) (3) non-profit. Here are some quick points of interest:

- CCC administrative costs are only 8.8%.
- All contributions are tax deductible.
- Contributions only support agencies inside Colorado.
- Contributions can be made by cash, credit card, payroll deduction, or NEW THIS YEAR, by web site (see brochure for details).
- CI raised $1,285 last year (~$6.42/year/employee).

Let’s “Create a Better Colorado” this year!! Your point of contact is Cheryl Ahumada, HQ. Please contact Cheryl if you have any questions (719-226-4200). Pledge forms are due by October 31.

Thanks for making 2009 a great year for those who are in need of your help.
**Bragging Rights...**

**To Agriculture Manager**

Dear Jim Heaston:

Raz (the cow) is still doing well. She’s just starting to bag up if you look closely. She was bred to Terrick Emerson Rolex ET on February 26, just to remind you. I took her to a show in Greeley called the Colorado Dairy Youth Extravaganza where she placed second in her class, behind the heifer that went on to win supreme junior champion. She behaved really well and probably enjoyed the trip. I also took my Brown Swiss to the Rocky Mountain Brown Swiss State show where they did extremely well (every one of them was in the championship).

I recently had another addition to my family. One of my Brown Swiss heifers calved on June 28. Luckily it was a heifer, and it’s an extremely cute one at that. Both the calf and cow are healthy and are doing well. I’m getting prepared for the county fair in the beginning of August, and I’m looking forward to state fair. I am participating in a state dairy-judging program, which is teaching me skills that I will use later in life. The state judging contest will be on July 16.

Sincerely,

Tyrell Pohlmann

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**To Canine Program Supervisor**

Dear Debi Stevens:

Fallon is the sweetest, tamest, most well-behaved dog! I even have strangers comment on her behavior. In a home with four children, she has constant attention (which doesn’t seem to bother her at all). She has never chewed on anything not given to her and seems to be relaxed at all times (except with puppy play dates!).

Fallon has also been given extra responsibility, being a constant companion to our seven year old son who has been diagnosed with autism. When she entered our home, she seemed to sense what was needed of her and sticks close to his side and seems to always be attentive to his needs.

One of our son’s biggest symptoms is anxiety. In the past month with Fallon’s help, he has achieved more than several months of previous therapy. One of his biggest achievements that we were unable to accomplish before is the confidence of entering/walking through a room without a family member. He now calls Fallon and they walk through together.

This is just a start for them. The trainer wrote in his daily diary, “We want this dog to be great, better than a pet, an ambassador to the world for a child.” Reading this brought tears to my eyes as I realized this is exactly what Fallon had become. My son summed this up with one statement, “I just don’t feel so alone now.”

Our family will be forever grateful for your program and Mr. Wear for what he has given to our son and our family.

Thank you,

Angie

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**To Ordway Call Center**

Dear Sandra Gray:

Congratulations! Let me take this opportunity, on behalf of Driver’s License, to thank you for the continuing excellent service the Call Center provides. The Driver’s License Offices, who are part of the Call Center program, cannot express how invaluable the Call Center has become. Because of this great partnership, we would like to award your office a “We-Care” customer service certificate in recognition of a job well done. Keep up the excellent work and, once again thank you.

Sincerely,

Jan Welling
Field Operations Manager
Driver’s License Services

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**To SWIFT Commander**

Dear Jack Laughlin:

The citizens of Eagle Nest HOA, Silverthorne, Colorado would like to thank you and SWIFT for the superb work the team did on one of our large community properties. I would guess over 50 trees were removed, slash piles built and logs carried off the mountain. Fire mitigation at it’s best. The professionalism displayed was outstanding.

Please accept the appreciation of the Three Peaks Community and convey the same to Christoper Spitznogle, Worden Davis and their team for a job “well done.”

Sincerely,

Vincent Lanuza
President
Eagles Nest HOA
Silverthorne, CO
Welcome to the Family

CCI welcomes the following employees who have joined our family, and congratulate those who have promoted between the dates of July 1—September 30:

New Hires:
- Heather Clark—Culinary Arts
- Richard Mouriquand—Sales/Customer Service
- Thomas Taylor—General Services
- Brandon Wolfe, Heavy Equip.
- Debi Stevens, Canine

Awards and Accomplishments

CCI would like to take this time to recognize the following individuals on their milestone years of service. CI has grown exponentially over the last 30 years, and these individuals have played a major part in our growth and success.

Congratulations and thank you for your service to our company.

5 Years
- Robert Anderson, Metal Pdts.
- Ben Guzman, Seating
- Charles Johnson, Cust. Service
- David Pollari, Fleet
- Connie Roy, Canteen
- Debi Stevens, Canine
- Brandon Wolfe, Heavy Equip.

10 Years
- Anthony DelCastillo, Transport.
- Sandy Gray, CAD
- Sue Grisenti, CIPS
- Pam Kahanic, Garments
- Jimmy Love, Canteen
- Dan Miell, Heavy Equipment
- Tony Richey, General Services
- Tim Roberts, Panel Shop

15 Years
- Dave Block, Greenhouse/Fish
- Bruce Bradley, Canteen
- Mike Cunningham, Seating
- Worden Davis, Fire Crew
- Larry Goad, Fleet
- Jim Hartman, Dairy
- Doug Herr, Fleet
- Brenda Marino, Production

15 Years (cont.)
- Jeff McGinnis, Fire Crew
- Gary Nichols, Recycling
- Rick Quijada, Furniture
- Tim Quinn, Seating
- John Reilly, Garments
- Robert Sheets, Canteen
- Jay Townsend, Furniture

20 Years
- Tom Adamic, Labor Crew
- Arlin Bolkema, Dairy
- Glen McKinney, Heavy Equip.

25 Years
- Patty Willyard, Fiscal

32 Year Longevity Award
- Pablo Encinias, Panel Shop

Promotions:
- Casey Spurlin—Supervisor II, Dairy
- Deborah Stevens—Supervisor II, Canine

A Movin’ and a Shakin’!

Submitted by Chris Sanchez, Facility Manager, AVCF

After years of planning, and many obstacles encountered along the way, the AVCF CCI CAD/WEB and Department of Revenue DL Call Center shops were successfully relocated to a new, nicer and much larger area within the facility beginning on June 22, 2008. CCI CAD/WEB Call Center supervisors Sandra Gray and Leonard Smith and their offender crews accomplished the move within one week! It wasn’t easy... it required moving furniture and lots of filing and equipment down a tricky stairway.

Preparation of the area was accomplished with the hard work from Panel Shop staff Anthony Salazar, Paul Encinias and Timothy Roberts and their crews. It could not have been accomplished without the assistance from Facility Maintenance and Vocational Departments, and the vision and support from the CCI and AVCF management teams.

The new area allows for expansion and additional offender employment. Eight additional positions will be needed for the CAD and Web Design program. The Web Design program has now begun a DVD Creation and Duplication operation. One of the DVD’s currently being developed is a “Who We Are” presentation for our customers which highlights CCI’s many diverse and beneficial industries. Twelve positions can be added to the Department of Revenue DL Call Center, and five additional offenders for a CCI Customer Service Call Center. This Call Center will be implemented to offer our customers a way to get information about their orders.

I would like to commend and recognize my staff on completing this very challenging endeavor in a very expedient and successful manner. When you talk to them, please compliment them for all their hard work! They earned it!

~CCI Management Team
Direct From the Director

As we near a new calendar year and are just ending the first quarter of our fiscal year, I ask that you think about our organization; our mission, our accomplishments, our challenges, your contributions and our future. I am proud of our organization and all of our staff that contribute to its success. This year, whether by calendar or fiscal year, I will be challenging each of you to become more involved within CCI.

A portion of our mission statement addresses the employment of inmates. For those of you working within a facility, you are quite aware of the importance of inmate jobs. My challenge to all CCI staff is how can we increase inmate employment? Many of our recent surgical procedures, he underwent two radical surgeries to remove all of his defective blood vessels, and not unexpectedly, one of those surgeries created the sight condition he is now experiencing.

After recuperating, with the help of his family for about a year, he attended school at the Blind Training Center in Littleton. There he learned how to read and write Braille, and discovered the myriad of resources available to sight challenged people. From this experience, Richard was able to relay several recommendations to CCI management to help him become productive in the working environment again.

Richard’s computer screen and microfiche-type magnifying machine enable him to read individual letters that appear approximately ten inches tall. He’s got an email “reader” which sounds like the fastest auctioneer I’ve ever heard, and his keyboard talks to him with every key he strikes. It’s amazing to see all this technology, enabling a very fine young man to continue having a livelihood in today’s competitive industry.

Richard’s background includes over three years as a Police Officer for Fremont County Sheriff, two years as CDOC COI at BVCC and CTCF, and as of July, 2008, is our Customer Relations Specialist at the Oakland sales office. He still enjoys the outdoors, camping, hiking, rock climbing, skiing, and cooking with his girlfriend. Richard told me that while he was at the Blind Academy, his driving skills were put to the challenge; he was able to maneuver through cone obstacles, go in and out of skids and got up to speeds of 60 mph on the track! “WHO-HA!”

Richard’s positive, “can-do” attitude is a welcome addition to the staff at CCI. We hope to learn a lot from you Richard!