



F.Y.I.



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ERT HELPS WITH SEARCH AND RECOVERY EFFORTS

The Department’s Emergency Response Team (ERT) has been activated twice recently to assist with the search and recovery of missing citizens. On August 1, District 2 team members from Lakeland Correctional Facility were activated to assist with finding Thomas Miller of Bronson, MI. Miller went missing the day before when he went out looking for his dog. Unfortunately, Miller was found deceased in a small body of water within the search area. Foul play was not suspected.



Members from the District 2 ERT that serves the Muskegon prison complex and Oaks Correctional Facility were activated on August 7 to assist with the search for a man who left his home and was thought to be very likely to harm himself. Members were part of a search team that included Oceana County Sheriff’s Department members, the Michigan State Police and local agencies. Unfortunately, ERT members discovered the man deceased from what appeared to be self-injury.

While each of these searches had a sad ending, they are still valuable in giving families closure.

In recent months, ERT members have also searched for former Grand Valley State University quarterback Colin Finnerty, who went missing during a fishing trip, and for a specific type of botanical material found on the shoes of a murder suspect who is alleged to have abducted and killed his young child. Finnerty’s body was recovered while law enforcement continues to evaluate the findings of the botanical search.



F.Y.I. is a publication of the Michigan Department of Corrections, Office of Public Information and Communications. Please submit articles through your supervisor to Russ Marlan at marlanr@michigan.gov

Employee Survey 2013

My Voice, MI Future

Mark the dates! The 2013 State of Michigan Employee Survey will take place from September 9 - 23, 2013. We are counting on each of you to step up and speak out!



ASCA AWARDS SCHOLARSHIPS TO COLLEGE-BOUND MDOC CHILDREN

The Association of State Correctional Administrators (ASCA) scholarship award is named in honor of Susan M. Hunter, former Chief of the Prisons Division at the National Institute of Corrections, as a lasting tribute to her commitment to the field of corrections. Each year, correctional systems throughout the nation nominate students who are the child of a current, retired or deceased employee who is or was a full-time employee of a corrections agency that is a member of ASCA. Applicants must be high school seniors entering college, undergraduates, or graduate students and must attend a 2- or 4-year accredited college or university to receive these scholarships.



The Michigan Department of Corrections has a proud tradition of supporting students through this scholarship process. This year, the Department has two children of current employees who have received scholarships through the fund:

Anna Zeerip (*Pictured with parents Bill and Betsy Zeerup*) graduated Salutatorian from Western Michigan Christian High School in Muskegon, MI. Her father Bill is employed as a probation agent in Newaygo County and her mother Betsy is a Music Director/Teacher. Anna will be attending Calvin College in Grand Rapids where she plans to major in Speech and Language Pathology. She hopes to earn her Master's Degree and work with children and adults in a school or hospital setting. Anna and her family are all very thankful for this scholarship and the support they have received from the Department of Corrections as well as the Association of State Correctional Administrators. She received a \$1,000 first-time scholarship award from ASCA.



Ilesha Mitchell is the daughter of Field Agent Minnie Mitchell, who works in the Field Operations Outer District Parole Office. She is a 2010 Renaissance High School graduate, and is now a senior at Bowling Green State University. Her major is Telecommunications and her minor is Broadcast Journalism. Her immediate plan is to attend graduate school after obtaining her Bachelor's degree. She eventually has career plans of reporting for the national broadcasting station CNN. Ilesha received a \$500 renewal scholarship from ASCA.



L to R: Area Manager Kristin Gagnon, Ilesha Mitchell, Deputy Regional Administrator Beverly Smith, Parole Agent Minnie Mitchell and Supervisor Gary Salwin.

PEOPLE MAKE THE DIFFERENCE





**OAKLAND COUNTY PRISONER REENTRY:
A TRANSITION TO SUCCESS**

Oakland County Prisoner Reentry (OPR) is determined to help parolees receive services that will enhance their employability skills, making them viable and marketable candidates for employment when re-entering the workforce. In 2013, OPR concentrated their focus on implementing “Job Connect,” a six-week employment readiness curriculum developed by OPR. Job Connect focuses on providing parolees with skills in managing conflict, overcoming obstacles, workplace behavior, harassment and work ethics to name a few. OPR targeted parolees living in subsidized housing who typically have little or no social support and most often lack the skills needed to obtain and maintain stable employment. The workshops are facilitated by MDOC Lead Parole Agents Sonya Beard, Sarah Flesher and Kawana Keys.

OPR find great joy in highlighting program participants as they “**Transition to Success**.. Parolee Johnson served over ten years in prison with various violation behaviors along the way that resulted in three returns back to prison. On his last parole term, Mr. Johnson paroled to placement at Community Programs Incorporated (CPI) in Waterford, MI.

While at CPI, Mr. Johnson was enrolled in and regularly attended the Job Connect program. Upon program completion his parole agent, Heather Zimmerman, referred him to job placement opportunities through a local Michigan Works! Agency. Agent Zimmerman shared that “despite his lack of (family) social support, Johnson decided to no longer blame his issues on others, and to accept responsibility for his past actions and his future as he began to aggressively seek employment daily.”

As a result, Mr. Johnson successfully secured full time employment as a truck driver working over 40 hours a week and earning \$33 per hour. He was also able to move out of his transitional placement into unsubsidized housing. Mr. Johnson credits his parole agents and Job Connect for being a support network that “provided resources and the tools needed to interact with customers.” Johnson also stated that the “Effective Communication” session held during Job Connect holds the most value to him on the job, when reflecting on how to best respond appropriately to customers “nasty attitudes.” In the future, he plans to acquire his own vehicle and become an independent truck owner. Johnson stated “Job Connect provides people with the skills needed to *try* the job market. It didn’t just help motivate me it taught me patience.” Agent Pamela Young adds that, “(he) has continued to be productive, positive, and compliant despite all the obstacles he has endured.”





MDOC AND MSOS ARE BRIDGING THE IDENTITY GAP

State identification is a core element of a parolee's successful transition from prison to the community. To enhance this seamless transition, the Michigan Department of Corrections and the Michigan Secretary of State reached an agreement that would allow parolees in Wayne and Oakland counties to obtain state identification through an electronic payment process reducing the state's administrative cost.

As a segway to this agreement, in a first time collaboration, the MDOC and the MSOS, held an onsite Secretary of State Mobile Branch Office event at the Lawton Parole Office on May 31st. The event afforded parolees the opportunity to obtain their State of Michigan identification and other MSOS services at the parole office while reporting to their parole agent. The mobile branch office provided services such as state identification, driver's license renewal, change of address and voter registration.

The on-site visit was the perfect way to assist parolees struggling with obtaining identification by eliminating barriers that may have delayed attainment such as transportation, time constraints and lack of income.



Lawton Parole Agents worked diligently to ensure that eligible parolees were also able to have the cost of their state identification funded through MDOC.

Lead Agent Beard stated that the, "The MSOS Mobile Unit Event was successful beyond expectation."

The Secretary of State Mobile Office Manager, Pierre A. Batton with assistance from SOS representatives Ardiana Cera and Lafoyya Jones expressed that, "The Secretary of State Mobile office is glad we are able to partner up with the MDOC. We are always looking for innovative ways to provide services to the residents of Michigan, and this is a great example of that."

During the event, parolees continuously conveyed their appreciation to MDOC for arranging this service on their behalf. The event was a huge benefit to parolees and the surrounding Lawton Parole Office community through MSOS processing over forty (state identification, drivers license renewals, voter registration, change of address and etc.)



After nearly six years and about 150 F.Y.I. newsletters, John Cordell will no longer be writing the F.Y.I. He has taken an assignment to help with the Legacy Modernization Project, an ambitious effort that will move the functions of CMIS onto a modern data platform called the OMS (Offender Management System). If you have any questions or concerns about the F.Y.I. or if you would like to submit material for the newsletter, please send it to Russ Marlan, Executive Office Administrator, at: marlanr@michigan.gov.

John would like to thank Department employees for the awesome work they do and for all of their support during his time as the "FYI Guy." He has been amazed by the positive stories he has received over the years and he will miss the interactions with all of the people he has come to know through the newsletter. In his own words to all of our Department employees, "Be safe."



MDOC AND DNR COLLABORATE TO UPGRADE FURNITURE AT MCMULLEN CENTER

The Michigan Department of Corrections and the Michigan Department of Natural Resources have collaborated in creating writing desks & lecterns for the Ralph A. MacMullan Conference Center. Thumb Correctional Facility (TCF) recently completed construction of thirty writing desks, seven lecterns and five conference tables with several more in progress to be distributed throughout the center.



This collaborative effort between TCF and the DNR has been very successful as the DNR provides the materials from fallen or removed trees allowing TCF's Building Trades class to create wonderful pieces of furniture at very little cost.

PEOPLE MAKE THE DIFFERENCE

SECC IS COMING! BE THE DIFFERENCE!

The State Employee Charitable Campaign runs September 9 - October 11, 2013. Are you ready to help out your favorite charity? Here are some fast facts about the campaign:

- State employees donated over \$850,000 during last year's campaign. Those funds supported over 1,200 qualifying charity agencies.
- Just over 8% of all state employees participated.
- Average donation over the year through payroll deduction was about \$225 dollars per participating employee.

So how does our Department measure up?

Department of Corrections employees collected over \$127,000 during the campaign. Only the Department of Human Services did better, at \$142,500.

But we can do better. We can bolster our donations and our number of donors, and we can beat the other Departments by every measure.

- The MDOC has about 13,500 employees, yet only about 1,000 participated - a rate of 7.4%. The State Police, Agriculture, Human Services, and Transportation all did better. In fact, the MDOC was fifth from the bottom in employee participation.
- We also only averaged about \$126 annual donation per person, second to the bottom and nearly \$100 below the average. Yikes! We can definitely do better.

Corrections professionals are a very giving group. And that's great because through the SECC, there is a charity out there for virtually everyone. If you support a great cause, chances are it's listed. To prepare for SECC, go to www.misecc.org and review the charities, review the benefits of giving and get yourself prepared to outshine every other state Department this year.

With your support, the MDOC will be at the top of the class - and charitable organizations will have the resources to help those who are in need.





EFFECTIVE PROCESS IMPROVEMENT AND COMMUNICATION (EPIC) NEWS

By now you have read of the Department's decision to rename COST to EPIC. As we have evolved from Supply Chain Transformation (SCT) to Corrections Operations and Service Transformation (COST) to Effective Process Improvement and Communication (EPIC), it became very apparent that we have stumbled in our efforts to effectively communicate to all of you what is happening with the Department's commitment to total process improvement. A major reason for changing the name from COST to EPIC revolved around concerns we were hearing from you; the belief that all COST was concerned about was cutting dollars and staff. This was so far from the real premise of needing to get more efficient and effective at what we do. To help us do that, we need your honest feedback and open communication through team participation to allow us to change our culture and how we do business. With that said, we felt that sharing with you what is going on with all the teams was necessary. To do this, the best approach decided upon was to share with you each team's name, membership and leadership, as well as some key things they have done to make us a more efficient and effective.

The Electronic Monitoring Team is comprised of Initiative Manager Destinie Shipman (shipmand@michigan.gov), Team Lead Brock Dietrich, Kathi Dow-Dunlap, Karen Eberlin, David Fountain, Amy Graw, Lisa Johansen, Andrea Johnston, Brent Kelly, L'Leta Kelly, Tara Lapham, Brian Potter, Tedd Reuschel, and Gary Salwin. This team has developed an electronic LEIN/Warrant Cancellation process. Additionally, they have developed a request for proposal (RFP) for alcohol monitoring, curfew monitoring and location monitoring. They are presently working with DTMB to develop and implement a "middleware" system to allow for communication flow from OMNI with vendor applications and other applications used by the MDOC.

The Food Service Team is comprised of Initiative Manager Brad Purves (purvesb@michigan.gov), Barb Anderson, Mike Baker, Tim Ball, Herb Barry, Dale Baum, Mary Berghuis, Sue Cieciewa, Cindy Curtin, Paul Klee, Mike Martin, Larry Mason, Susan Ramirez, Rick Smith, Marsha Stansfield, Millie Warren, Pat Willard, Willis Chapman, Duane McKitterick, Joan Crosby, Matt Junaj, Bridgette Gordon, Connie Ignasiak, Gary Lewis, Radwin Mardini, Burnadette Trudell and Kelly Wellman. This team established a statewide menu which includes six special event menus. They also developed and implemented the offender meal count and inmate tracking system.

This team is currently going through a transition time with the recent competitive bid announcement.

The Fleet Transportation Team is made up of Initiative Manager Dave Fenby (fenbyd@michigan.gov), Kim Root, Tom Adler, Scott Stone,

Tara Lapham, Destinie Shipman, Laura Heinritz, Rachel Johnson, Lisa Johansen, Will Rogers, Becky Kosloski, Doug Krause, Cindy Dodds-Dugan, Pat Benson, Ann Hull, Chris Kamrada, Dave Pratt, Dave Fountain, Judy Gracik, Bonnie Shatran, Randall Haas, Kim Cargor, Carol Wilson, Jeff Licking, Brian Potter, Bill Barnes, Willie Riley, Chris Crysler, Brock Dietrich, Kathy Dow-Dunlap, Laura Young and Donald Nolan. This team successfully combined the former Offender Transport and Warehouse and Distribution teams into the single department Fleet Transportation Team. The team has developed a new prisoner transportation system and has expanded the use of video conferencing with the courts. Through consolidating trucking routes and ensuring all trucks are filled to capacity they have been able to reduce the number of vehicles on the road by over 100.



EPIC (Continued on page 7)



EPIC (Continued from page 6)

The Training Team is comprised of Initiative Manager Lynn Kaufman (kaufmanl@michigan.gov), Team Leader Brian Murray, Michelle Floyd, Anchelle Anderson, Jackie Austin-Underwood, Craig Czinder, James Dawson, Roy Doades, Mike Farmer, Deb Farwell, Erica Huss, Shanna Kuslikis, Gary Manns, Rick Tischer and Paul Walker. This team has developed a FOA training academy along with a FOA training budget. Additionally, they developed a community college training academy model. They are presently working with a community college to develop an electronic TADS data entry model to dramatically reduce data entry time for trainers to allow them more availability to train.

The Laundry Team was made up of Initiative Manager Mike Green (greenm9@michigan.gov), Team Leader Kathy Olsen, Pam Drew, Carl Cress, Dave Flack, Chris Kamrada, Jeff Moeggenborg, Randee Rewerts, Paul Buchler, Jeff Licking, Doug Reska, Joel Williams, and Kathy Dumback. This team developed a two-part hybrid laundry system whereby more facilities would do their laundry directly and two locations at Thumb and Muskegon would serve as regional laundry sites. Additionally, they developed a separate stand alone team that is focusing on Clothing Management. By doing this, the team's recommendations were approved and adopted thus allowing the team to successfully dissolve.

The Replacement Clothing Team is comprised of Initiative Managers Randee Rewerts (rewertr@michigan.gov) and Kathy Dumback (dumbackk@michigan.gov), Team Leader Bruce Pung, Nan Akkanen, Dave Downs, Paul Buchler, Jon Hall, Brian Zinn, Vickie Libby, Gary Suriano and Theodore Hagelee. This team worked to eliminate prisoner stenciling and orange striping. They are presently finalizing a Quartermaster replacement clothing training module. Currently they are working to develop a statewide web based tracking system for clothing "issued, exchanged, and replaced."

The last team recently formed is the EPIC Development Team made up of the following: Initiative Manager Trever LeBarre (lebarret@michigan.gov), Team Leader Lori Gidley, James Blakley, Cole Bouck, Karmen Bussell, Dana Gonzales, Matt Macauley, Destinie Shipman, Beverly Smith and Willie Smith. This team has been charged with the task of embedding EPIC throughout the department, into facilities and field offices such that new EPIC teams will run at each site. By doing this, as sites begin to recognize improvements those improvements will be shared with the Development Team so they can share throughout the department. Lastly, this team will assist with cultural change through the use of inclusive practices and make up of teams throughout our department.

In summary, I want to add what I have shared about each team is just some highlights of what they have accomplished thus far. As the administrator overseeing this process and attending as many team meetings as permissible, I can share with you that the unique cross functional make up of the teams whereby all members become the same rank has led to some very frank discussions that have resulted in these and many more improvements that will make our department more effective and efficient at what we do.

To find out more about this process or the teams' contributions, or to share new ideas to make us better, please feel free to contact me or any team member directly. When you see one of these team members, thank them for what they are doing as it is a strong commitment they have made and continue to make for all of us. Additionally, a big thank you to all of the colleagues who are filling behind the team members when they are participating in the EPIC process.

Duncan P. Howard
howardd3@michigan.gov
517-282-9570





RETIREMENTS: JUNE AND JULY 2013

June 2013

PEOPLE MAKE THE DIFFERENCE

Allen, Lacy.....	G. Robert Cotton Correctional Facility
Allen, Sammy P.....	Charles Egeler Reception and Guidance Center
Badke, Kim L.....	Baraga Correctional Facility
Barnes, Paul R.....	Lakeland Correctional Facility
Benson, Herman.....	Bellamy Creek Correctional Facility
Bolton, Terry D.....	Michigan Reformatory
Booth, Jeffrey.....	Ionia Correctional Facility
Burciaga, Larry.....	Gus Harrison Correctional Facility
Campbell, James W.....	Chippewa Correctional Facility
Cater, Jeff R.....	Parnall Correctional Facility
Clapham, Jeffrey C.....	Alger Correctional Facility
Cook, Jack G.....	Bellamy Creek Correctional Facility
Cottrell, Richard F.....	Saginaw Correctional Facility
Crisp, Marshall J.....	Kinross Correctional Facility
Davis, Roger L.....	Carson City Correctional Facility
Ervans, Van L.....	Charles Egeler Reception and Guidance Center
Fedewa, David G.....	Carson City Correctional Facility
Gordon, Shirley A.....	Women's Huron Valley Correctional Facility
Happie, Brian L.....	Muskegon Correctional Facility
Haueisen, Brenda L.....	Ionia Correctional Facility
Hewitt, David A.....	Alger Correctional Facility
Hickok, Howard L.....	Parnall Correctional Facility
Hodges, John P.....	Baraga Correctional Facility
Hudak, Donald M.....	Kinross Correctional Facility
Isaacson, Michael J.....	Baraga Correctional Facility
Jacobus, Steven H.....	Kinross Correctional Facility
Jennings, Deborah L.....	Chippewa Correctional Facility
Jones, Tekio L.....	Detroit Reentry Center
Kaunisto, Michael D.....	Kinross Correctional Facility
Krug, Debra L.....	Charles Egeler Reception and Guidance Center
Lalonde, Rodney G.....	Central Michigan Correctional Facility
Lantis, Christina M.....	Women's Huron Valley Correctional Facility
Leonard, Denise Y.....	Women's Huron Valley Correctional Facility

RETIREMENTS (Continued on page 9)





RETIREMENTS: JUNE AND JULY 2013

AWARDS (Continued from page 8)

Livi, Dean J.	Macomb Correctional Facility
Luck, Robert A.	Oaks Correctional Facility
Mosholder, Ruth A.	Thumb Correctional Facility
Muirhead, Geoffrey J.	Michigan Reformatory
Ney, Margaret E.	Oaks Correctional Facility
Niemi, Nathan L.	Chippewa Correctional Facility
Oien, Wayne L.	Baraga Correctional Facility
Ollis, Randall P.	Alger Correctional Facility
Peterson, Gary C.	Marquette Branch Prison
Rogers, Wyatt	Charles Egeler Reception and Guidance Center
Serrato, Donald M.	Saginaw Correctional Facility
Smith, Ronald.	Charles Egeler Reception and Guidance Center
Utter, Margaret A.	Charles Egeler Reception and Guidance Center
Wieber, Brian K.	Carson City Correctional Facility
Wood, Pamela J.	Oaks Correctional Facility

July 2013

Adams, Dean R.	Lakeland Correctional Facility
Anderson, Steven M.	Oaks Correctional Facility
Bernstein, Gordon	Richard A. Handlon Correctional Facility
Briegel, Randall M.	West Shoreline Correctional Facility
Bruce, Mary	Earnest C. Brooks Correctional Facility
Carter, Kelly P.	Richard A. Handlon Correctional Facility
Clark, Lavina	Carson City Correctional Facility
Engblade, August P.	FOA Outstate Region - Oceana County
Feggins, Lloyd	West Shoreline Correctional Facility
Fleury, William A.	Marquette Branch Prison
Gravelle, Clyde J.	Kinross Correctional Facility
Greenhoe, Bruce D.	Carson City Correctional Facility
Haapala, Roger D.	Baraga Correctional Facility
Henry, Anthony V.	Earnest C. Brooks Correctional Facility
Hernandez, Hugo J.	Parnall Correctional Facility
Hunter, Leonard L.	Carson City Correctional Facility
Jackson, Mark	Women's Huron Valley Correctional Facility

RETIREMENTS (Continued on page 10)

PEOPLE MAKE THE DIFFERENCE





RETIREMENTS: JUNE AND JULY 2013

AWARDS (Continued from page 9)

PEOPLE MAKE THE DIFFERENCE

Kauffman, Lenora G.....	FOA Outstate Region - Kent County
Kingsbury, Mark R.	St. Louis Correctional Facility
Krupiarz, Mark J.	Kinross Correctional Facility
Lawhead, Dennis J.	Charles Egeler Reception and Guidance Center
Liadi, Suleman A.	Detroit Reentry Center
Mack, Gloria G.	Women's Huron Valley Correctional Facility
McDonald, Beverly J.	FOA Outstate Region - Monroe County
Melchert, Gregory	Oaks Correctional Facility
Metevia, Richard	Saginaw Correctional Facility
Migendt, Roger L.....	Cooper Street Correctional Facility
Miller, William K.....	Richard A. Handlon Correctional Facility
Minton, Norman P.	Women's Huron Valley Correctional Facility
Nauman, Frederick D.	Pugsley Correctional Facility
O'Dell, Kelly D.	G. Robert Cotton Correctional Facility
Peiffer, Anthony L.	Oaks Correctional Facility
Prewitt, Linda	Charles Egeler Reception and Guidance Center
Reeder, Louis	Baraga Correctional Facility
Richardson, Erwin D.	Macomb Correctional Facility
Rickett, Gordon R.....	Woodland Center Correctional Facility
Rose, Robert H.	Carson City Correctional Facility
Simmon, John M.	Carson City Correctional Facility
Stouffer, Kay L.	Richard A. Handlon Correctional Facility
Sturgeon, Daniel L.	Newberry Correctional Facility
Sumner, Alexander R.....	Charles Egeler Reception and Guidance Center
Sura, John.....	Bellamy Creek Correctional Facility
Swain, Raymond G.	G. Robert Cotton Correctional Facility
Taylor, Shirley A.....	Chippewa Correctional Facility
Thomas, Derick S.....	Charles Egeler Reception and Guidance Center
Tracy, Betty L.	Kinross Correctional Facility
Usitalo, Michael G.....	Baraga Correctional Facility
Whithed, Robert G.	Lakeland Correctional Facility
Wizorek, Phillip M.....	Michigan Reformatory
Wood, Sally	Bellamy Creek Correctional Facility





REENTRY ROUNDTABLE

Reentry Roundtable is a continuing column that provides news, facts, and program successes within the prisoner reentry program.

Ingham County Parole Agent Nayett Castelein was asked to share her experiences during a recent trip to a prison in Costa Rica. In addition to the information below, she shared a pamphlet on the program, "Esperanza del Prisonero" meaning "Prisoner Hope" in English. The introductory statement on this pamphlet addresses its mission as follows, "In Costa Rica, we believe that those who have caused harm to us would not have done so if the circumstances had been different. That is why those who are 'deprived of liberty' in our jails are not a problem that needs to be eliminated but rather a task that needs to be addressed. A very successful program has been implemented that seeks to transform those who are 'deprived of liberty' into 'micro-entrepreneurs'." It goes on to state, similar to our Reentry Program, "A high percentage of the penitentiary population are repeat offenders. The program's objective is to drastically reduce the recidivism rate."



The Costa Rican program includes collaboration between the inmates, the Department of Justice, and the private sector and focuses on allowing prisoners to use the time of incarceration to develop new skill sets that can be used for job seeking once they are released. It also provides these individuals with hope in a hopeless place. Once the prisoners are released, they have the opportunity to continue to work with the program at an outside location or work independently as contractors. The goal of "Prisoner Hope" is to reduce recidivism rates by providing inmates with marketable skills.

The products being created by the program include handbags and other accessories. The materials used are 98% recyclable based and include cotton, leather and bronze. She reports that the items are well made and very marketable.

The location visited by Agent Castelein had a small workshop with approximately 10 stations. Each station was responsible for a different part of the assembly process such as preparing the material, cutting it and sewing it together. Unfortunately, for security reasons, she was not allowed to take photographs inside the facilities.

Agent Castelein was, however, able to speak with some of the inmates regarding the benefit of the program in their lives. They expressed much gratitude and were very happy with the opportunities provided by their participation in "Prisoner Hope" as it allows them to contribute financially to their families while preparing them for a job on the outside. Some of them reported that they already had a job waiting upon their release. Agent Castelein was pleased to see that inmates of all classification levels and criminal backgrounds were able to participate.

Overall, she reported that it was a very rewarding experience and it was encouraging to see Costa Rica focused on bettering the lives of those who are sentenced to prison. Information provided in the pamphlet indicates that "to date, none of the participants in the program has been arrested after their release."

As a conclusion to this story, the following quote says volumes about the focus of this country's efforts. "It is not about benefiting a prisoner but rather about not punishing him for a second time. A court of justice has already punished prisoner by depriving them of their liberty. There is no justice in the repeated punishment of prisoners by submitting them to degradation and daily leisure while denying them of the possibility to rehabilitate. We are guided by the ideal that 'all men need more love than they deserve'." This philosophy is identified in the name of the products produced. "TO products, TO is the word for 'footprint' in the Costa Rican indigenous language, and that is exactly what TO intends to be: a 'footprint for humanism,' a 'footprint for ecology,' a 'footprint for quality,' a 'footprint of commitment.' In summary, TO intends to be a footprint on a road to a world 'that sees life in a different way'."

Thanks to Agent Nayett Castelein for taking the initiative to experience and share what is being done in another country and for the opportunity to see the goals of our own Reentry program mirrored in another corner of the world.

Submitted by the Ingham County Parole Office.