

THE ADVOCATE



A publication for employees of the Arkansas Department of Correction

December 2013

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Santa Central to spread cheer

Life can change in an instant. A hardship can make Christmas for some ADC families difficult, if not impossible. That's when ADC's Santa Central program can help. The goal is to help ADC families with food, toys and clothing to make the season a little brighter.



These boys and girls can have a brighter Christmas when an angel is adopted from the Santa Central Angel Tree located at Central Office.

With donations from ADC employees and AACET, Volunteer Services Coordinator Lucy Flemmons and other employees will begin their countless hours of shopping, wrapping, tagging and bagging bundles, which will be picked up from Central Office and distributed to various ADC units.



Volunteer Services Coordinator Lucy Flemmons and inmates from both the Hawkins Unit Pathway to Freedom and the Hawkins Center for Women have been working on the gift bags for Santa Central.

This year 22 families with 44 children will benefit from the program.

AACET will donate hams for the food boxes.

"Inmates from the Hawkins Unit Pathway to Freedom and the Hawkins Center for Women have been busy decorating gift bags for Santa Central," said Flemmons.

Food drives are in progress at all units. Flemmons encouraged employees to help at their units for donations of non-perishable food items. Any donations of new items such as toys and clothing for Santa Central will be accepted and can be dropped off to Flemmons at Central Office.

For more information on how you can help, contact Flemmons at 850-267-6370 or at lucy.flemmons@arkansas.gov.



2013 accomplishments are source of pride for ADC

The pages of the calendar flipped over pretty quickly this year. It seems like we just rang in 2013 and now we're a month away from welcoming in 2014.

Before we settle into the holiday season and this year slips away entirely, I'd like to take some time to reflect on our successes.

Rebate checks were presented to the Board of Corrections in January and June by Assistant Director Leon Starks. These checks represent ADC's success in meeting the requirements of Act 1494 of the 87th General Assembly, which promotes conservation of energy and resources in buildings owned by public agencies



Ray Hobbs
Director

and institutions of higher education. In January, Entergy Arkansas presented a rebate check for \$27,910. In June, a check for \$96,602 was presented by Entergy and another for \$10,292 was presented by Centerpoint Energy. That's well over \$130,000 in rebates for ADC's efforts to curb energy consumption.

ADC raised \$10,000 for the Special Olympics through a combination of events and activities, such as the Law Enforcement Torch Run, Denim Days, Boots and Badges and Tip A Cop. Other fundraising successes include Paws in Prison's Bark at Dark, which netted about \$25,000 and the Horse Auction brought in \$28,662.

Seven of our facilities underwent accreditation in 2013. My hat is off to all of the key people at each unit and to Accreditation Manager Sandra Kennedy for leading the charge. Thanks to the hard work of everyone 100 percent was achieved on all mandatory standards at the Pine Bluff Complex, Northwest Arkansas Work

Release Center, Texarkana Regional Correctional Center, Wrightsville Complex, Benton Unit, Tucker Unit and Arkansas Correctional Industries. Scores were close to perfect across the board on non-mandatory standards, as well. We had two units that scored 99.3 and 99.5 on non-mandatory standards and that is certainly nothing to complain about.

This year, we saw some of our agency leaders retire or move on to other opportunities. While we wish them well and will miss old friends, this created opportunities for others to step up and infuse this agency with new ideas and direction. Change isn't always easy, but it is typically a good thing.

As your director, I am proud of you and your accomplishments over the past year and I look forward to the challenges and opportunities we will face together in the coming year. Merry Christmas and Happy New Year!

Before and after cleanup of Texarkana stadium area

ADC assisted in the Live United Bowl cleanup on Highway 67 behind the stadium at Texarkana High School. The City of Texarkana Public Works Director Paul Hackman thanks the Texarkana Regional Correctional Center for its commitment to help keep the city clean. The Division 2 NCAA Bowl Game is scheduled December 7. For more information go to www.texarkanabowl.com.



Employee Associations combine awards efforts

On November 22, the Employee Associations of Central Office and Admin East combined efforts to host an awards ceremony at the Legends Auditorium. Supervisor/employee of the year for 2013 were announced, and “years of service” certificates for 2012 and 2013 were presented. *See more on Page 4.*



Administrative Services Supervisor of the Year
Teresa Funderburg, presented by Mike Carraway



Administrative Services Employee of the Year
Russell Barker, presented by Mike Carraway



Health Programs Supervisor of the Year
Shelly Byers, presented by Rory Griffin



Health Programs Employee of the Year
Carla Perry-Johnson, presented by Rory Griffin

Hollowell retires from IT



Lisa Hollowell, with Director Ray Hobbs, celebrates retirement at Admin East on Nov. 21 after 35 years of service to the State.



Congratulations on promotions

Congratulations to Tami Aiken and Charles Bass on their recent promotions.

Tami Aiken has worked in various corrections positions and agencies for the past 22 years in various states including California, Texas, Hawaii and Arkansas.

She came to ADC in February 2012 as a Lieutenant at EARU then promoted to Captain at the Newport Complex. Aiken promoted to Deputy Warden of STTG/PREA this month and is very excited about her new position.

Charles Bass was recently promoted to the Assistant IT Administrator after working as our Software Support Analyst. Bass has worked for ADC for two years in the IT Department.

As our Software Support Analyst, Bass was responsible for the developing reports and dashboards for use in the fusion system, developing statistical reports related to our eOMIS and performed other various tasks. He too is excited about his new position and looks forward to the challenge ahead.

“Please give them both your full support as they transition into their new positions,” said Director Ray Hobbs.

EA's combine awards . . . continued from page 3



Operations Supervisor of the Year
Mike Grimes, presented by Marvin Evans



Operations Employee of the Year
Michael Grisham, presented by Bob Carter



Institutions Supervisor of the Year
Dwana Johnson, presented by Grant Harris



Institutions Employee of the Year
Sandra Kennedy, presented by Grant Harris



Chief Deputy Director's Staff Supervisor of the Year
Randy Shores, presented by Larry May



Chief Deputy Director's Staff Employee of the Year
Rene Quindo, presented by Larry May



Director's Staff Supervisor of the Year
Jada Lawrence, presented by Ray Hobbs



Director's Staff Employee of the Year
Ardella Bearden, presented by Ray Hobbs

EA's combine awards . . . continued from page 4

Service Awards for 2012 and 2013

40 years of service
Ramona Green, not pictured.



30 years of service
Sherry Adair. Not pictured: John Broadway, Robin Gibbins, Linda Gibson, Toby Hill and Betty Morgan.



35 years of service
Becky Watts, Kay Skillen and Jamie Johnson.



25 years of service
Joy Taylor, Steve Strahan, Linda Smith, Mary Owens, Troy Moore, Terri Grigsby-Brown, Flora Gibson, Dennice Alexander and Barbara Williams. Not pictured: Terrie Banister, Johnny Baxter, Kevin Glover and Dwain Hargrove.

20 years of service
Joy Thomas, Donna Heflin, Debbie Goolsby, Roy Agee, Mike Deloney and Renee Hunthrop. Not pictured: Mark Colbert, Margaret Cunningham, Larry Cyr, Harold Dilworth, Janice Foster, Diane Gray, Wendy Kelley, Yolanda Linsy, Robert McConnell, Sherley Owney and Jeff Villareal.



15 years of service
Randy Shores, Shirley Lowe and Ardella Bearden. Not pictured: Vonsheila Booker, Kidd Campbell, Mary Douglas, Sharon Draper, Regina Goldman, Mary Jones, Linda Lewis and Joann McLemore.



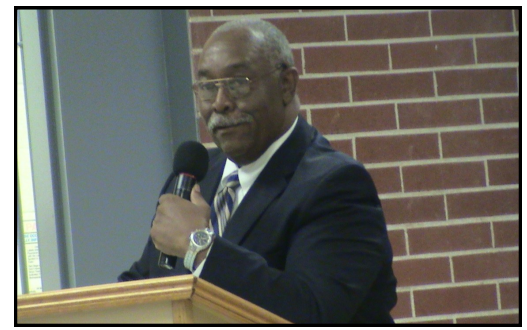
10 years of service
Cyndi Vent, Jewel Reep, Jonathan Lawrence, Latisha Davis, Rachele Beggs and Stefanie Glasscock. Not pictured: Dick Arnold, Brenda Bearden, Bill Beaumont, Eric Belcher, David Brewer, Brian Cockrell, Anita Crumpton, Tameca Davenport, Jason Dorrrough, Scotty Earnest, , Derrick Greer, Dantral Hence, Dexter Holmes, Anthony Johnson, , Willis London, Gail Malone, Darrell McHenry, Charles Owens, Gilbert Ramsey, Anzeco Reeves, Robert Scott, Jan Scussel, Bobby Smith, Eric White, Linda Williams and Sarah Wilson-Cotton.

5 years of service
Linda Thomas, Carol Yeland, Rene Quindo, Brenda Thompson, Jo Stanton, Cheryl Taylor, Jenna Rauls, Veatrice McHenry, Jada Lawrence, Brandi Lawson, Shelley Jones, Daisha Holcomb and Rose Vontungeln. Not pictured: David Allen, Sarah Apel, Nicole Clark, Linda Coffman, Phillip Gordon, Mike Grisham, Brandon Harris, Mary Ann Hart, Robert Hutcheson, Martin Lipscomb, Lawrence McCoy, Lastephanie Scott, Andre Shelby, Jerry Shumake, Ann Teer, Cathy Waltz and Brenda Ward.



Newport Complex recognizes employees

Warden Aundrea Weekly, in photo right, welcomes Marvin Evans, Deputy Director, in photo far right, as guest speaker at the Newport Complex annual employee recognition luncheon held Oct. 18.



20 years of service
Doug Dixon



AACET Executive Director Kevin Murphy, left, Evans and Deputy Warden Chris Budnik.



10 years of service
Melissa James, Sgt. Jeffery Rizer, Lenny Burton, Cpl. Carolyn Fortune, Myrtis Goza, Kristy Smith, Sgt. Timothy Tribble, Sgt. Kenny Cantrell, Sgt. Boyd. Martin, Cpl. Randy Anderson and William Hammett.



5 years of service
Danielle Heier, Cpl. Trisha Smith, Cpl. Douglas Franks, Cpl. David McSpadden, Cpl. Matthew Simmons, Sgt. Richard Lee, Cpl. Michael Croslin, Cpl. John England and FPMI Aaron Johnson.



Guests, staff, and recent retirees — a good time and good fellowship was enjoyed by all.

Mike Carraway named Assistant Director

Mike Carraway returned to the Arkansas Department of Correction as Assistant Director over Administrative Services on Oct. 27, 2013.

Please join me in welcoming him back, said Director Ray Hobbs. "Please give him your full support and be ready to assist if called upon."

Carraway formerly served the ADC as Budget Administrator for eight years before transferring to the Arkansas Department of Emergency Management (ADEM) as Director of Administrative Services.

"It is good to be back home with ADC," said Carraway. "Once you become a part of the ADC family, then anywhere else just does not seem like home."

During his time at ADEM he said he met an array of new people.

"ADEM is also the Homeland Security Agency for the State, so most days were pretty interesting," Carraway said, adding that he hopes to bring some of that experience and knowledge to the ADC.



He said he also looks forward to getting back to coaching baseball in the spring and "enjoy spending time with my son Noah and coaching him in baseball."



2014 Paws in Prison calendars available

The Paws in Prison calendars are in! This ADC PIP-themed calendar is a must have for dog lovers. Contact Jim Gumm at 870-267-6287 or Jim.Gumm@arkansas.gov. Calendars are \$20, \$22 if mailed.



Food for thought

GO BERSERK

Meaning: To act with reckless abandon.

Origin: In battle Viking warriors were known to be wild and incredibly ferocious. This may be because they ate hallucinogenic mushrooms in prebattle ceremonies. They recklessly charged their enemies, wearing nothing more than bearskin. In Old Norse bearskin was pronounced "berserkr" or "bear-sark."

Construction: something every day



The Tucker Unit Pole Barn/Storage Shed was severely damaged by a 2012 storm, pictured below. The rebuilding, left, is utilizing salvaged material.



Rooms are shaping up and outside painting is nearing completion on the recently purchased England School. Totalling 31,750 square feet, the school is being renovated to become the new Training Academy. The new Academy will allow ADC approximately 50% more students.



Dirt work is nearing completion on the EARU Vo-Tech 15,000 sq. ft. metal building which will house industry productions using inmate labor, employing up to 75 inmates when completed. There will be areas of classrooms, welding/fabrication shop, painting booths, assembly areas, and an area to store raw materials. The building is to be completed by the end of 2014.

The Construction Recycling Project has recycled and sold \$40,991.80 to date in scrap material. The money from the recycling helps fund the Paws in Prison program.



Conference for Professional Assistants held in Little Rock



IRC Conference

The Interdepartmental Relations Committee presented the 2013 Conference for Professional Assistants at the Embassy Suites in Little Rock on Nov. 5. The theme this year was "Repurpose Yourself: Revitalize, Reinvent, Resume." Pictured are some of the ADC employees in attendance at the conference.

Around ADC

Corrections Day at UAPB

AACET hosted a tailgate party at the UAPB vs. Grambling football game on Nov. 9.



Health Matters

Holiday health and safety reminders are always a good thing

Wash your hands often.

Keeping hands clean is one of the most important steps you can take to avoid getting sick and spreading germs to others. Wash your hands with

soap and warm water for at least 20 seconds.

Cover your mouth and nose with a tissue when

you cough or sneeze. If you don't have tissue, cough or sneeze into your upper sleeve or elbow, not your hands.

Stay Warm

Cold temperatures can cause serious health problems, especially in infants and older adults. Stay dry, and dress warmly in several layers of loose-fitting, tightly woven clothing.

Manage Stress

The holidays don't need to take a toll on your health and pocketbook. Keep a check on overcommitment and overspending. Balance work, home, and play. Get support from family and friends. Keep a relaxed and positive outlook. Make sure to get proper sleep.

Travel Safely

Whether you're traveling across town or around the world, help ensure your trip is safe. Don't drink and drive, and don't let someone else drink and drive. Wear a seat belt every

time you drive or ride in a motor vehicle. Always buckle your child in the car using a child safety seat, booster seat, or seat belt according to his/her height, weight, and age.

Be smoke-free

Avoid smoking and breathing other people's smoke. If you smoke, quit today! Call 1-800-QUIT-NOW or talk to your health care provider for help.

Get check-ups and vaccinations

Exams and screenings can help find potential problems before they start. They can also help find health issues early, when the chances for treatment and cure are often times better. Vaccinations help prevent diseases and save lives. Schedule a visit with your health care provider for a yearly exam. Ask what vaccinations and tests you should get based on your age, lifestyle, travel plans, medical history, and family health history.

Watch the kids

Children are at high risk for injuries. Keep a watchful eye on your kids when they're eating and playing. Keep potentially dangerous toys, food, drinks, household items, choking hazards (like coins and hard candy), and other objects out of kids' reach. Learn how to provide early treatment for children who are choking. Make sure toys are used properly. Develop and reinforce rules about acceptable and safe behaviors, including electronic media.

Prevent Injuries

Injuries can occur anywhere and some often occur around the holidays. Use step stools instead of furniture when hanging decorations. Leave the fireworks to the professionals. Wear a

bicycle helmet to help prevent head injuries. Wear a helmet when riding a bicycle or skateboarding to help prevent head injuries. Keep vaccinations up-to-date.

Most residential fires occur during the winter months. Keep candles away from children, pets, walkways, trees, and curtains. Never leave fireplaces, stoves, or candles unattended. Don't use generators, grills, or other gasoline - or charcoal-burning devices inside your home or garage. Install a smoke detector and carbon monoxide detector in your home. Test them once a month, and replace batteries twice a year.

Handle and prepare food safely

As you prepare holiday meals, and any meals, keep yourself and your family safe from food-related illness. Wash hands and surfaces often. Avoid cross-contamination by keeping raw meat, poultry, seafood, and eggs (including their juices) away from ready-to-eat foods and eating surfaces. Cook foods to the proper temperature. Refrigerate promptly. Do not leave perishable foods out for more than two hours.

Eat healthy and be active

With balance and moderation, you can enjoy the holidays the healthy way. Choose fresh fruit as a festive and sweet substitute for candy. Select just one or two of your favorites from the host of tempting foods. Find fun ways to stay active, such as dancing to your favorite holiday music. Be active for at least 2½ hours a week. Help kids and teens be active for at least one hour a day.



First responders make life or death difference

ADC's motto is "honor and integrity in public service" and this agency's employees live up to that motto every day. I'm amazed by the dedication, loyalty and kindness demonstrated. I realize much of what is done goes with the territory and is expected, but often things happen and people go that extra mile and truly make a difference . . . a life or death difference.



Shea Wilson
Public Information Officer

way to the infirmary. This guy had turned blue and was unresponsive. The medical staff gave him a shock with the EED and continued CPR, after which the inmate became responsive and was taken by ambulance for outside medical treatment. He is alive and well thanks to the efforts of all involved. If it were not for the quick and consistent actions of Lt. Lum, these results would not have been possible.

A few days later on October 26, three ADC employees responded to a vehicle accident near the turn off at 388 in the vicinity of Cummins and Varner. These people were on their way to work and stopped to assist others. I found out about this because Shelly Byers, who stopped to assist on her way to Pine Bluff, sent a note to the warden and deputy wardens at Varner commending the two officers who also assisted.

"I just wanted to ex-

press my gratitude for their assistance and give a special thanks to the female officer," Byers wrote in an email. "She was very helpful and did an excellent job at helping the victim to stay calm. She talked to him, asked appropriate questions and did great at helping to keep him from moving around."

In addition to Byers, COI Shirmeka Mallett, assigned to the Varner Unit, and COI Xavier Butler, assigned to Varner SuperMax, assisted with the accident.

We've all passed accidents and seen those one or two good Samaritans out there assisting the victims before emergency help arrived. Someone had to make the decision to be the first person to stop and help.

ADC should be proud of its first responders . . . those who are willing to go the extra mile to help their fellow man. You made a big difference.

CALENDAR OF EVENTS



DECEMBER

DECEMBER 2013

- 21 — Winter begins
- 24 — Christmas Eve
- 25 — Christmas Day
- 31 — New Year's Eve

JANUARY

JANUARY 2014

- 1 — New Year's Day
- 24 — Pinnacle Awards

**Special Events?
Unit Functions?
Announcements?
Conference Dates?**



Send information to Kat at
The Advocate
kathlyn.mcentire
@arkansas.gov

The next meeting of the ADC Retirees Association will be at 10:30 a.m. on Dec. 12.

The meeting will be held at Administration East and will be followed by a Christmas luncheon.

Operation Caraway puts inmates to work after tornado

On Oct. 31, the town of Caraway was hit by a tornado. Disaster struck at approximately 7:30 p.m., and by 9 the next morning, Mississippi County Work Release Center responded.

Regional Maintenance, along with Work Center Supervisor John Herrington and Business Manager Jeannie Tyler, were dispatched to Caraway. Herrington proceeded ahead of the crew and met with authorities to see where help was needed.

From Nov. 1 through Nov. 4, Regional Maintenance and Work Release inmates provided assistance for a total of 2,492 hours.

Food was served through the American Red Cross.

Lt. Terry Treadway, supervisor of the Regional Maintenance crew, said operations were smooth with no incidents or injuries; ADC was well accepted; and all inmates were on their best behavior.



MCWRC inmates gather (lower right corner) to help with tornado damage clean up.

Best opportunity for advancement, retention and morale

To the Editor:

There is a scarcity of leadership programs in corrections. I am not referring to a class of 8-16 hours of "Managing Difficult Personnel." The programs that are conducted are based on the same models as many business operations. It is apparent, to any person in corrections, that this model has limits and is difficult to implement in a security environment.

There are some aspects of "for profit" models that can be applied within the corrections environment. The command structure for security is based on a military structure of management, coordination and dissemination. This method of supervision is proven to work and is designed to maximize the effectiveness in emergency situation or incident. This is required in corrections. We can't plan for an emergency. We act as if there is a constant threat and may have to act with little or no warning. Staff must follow orders without question to ensure the safety and security of an institution.

I had to ask myself, and others, a question about ten years ago. I had staff that worked with me in the largest county jail in the Southeastern United States. "Why do these people walk in the most violent area of the jail, deal with people that are truly at their worst. They were willing step in between a knife and other staff?" Staff answers floored me, "Because you would do the same and better me than you!" That's when I learned there is a big difference between being a supervisor and being a leader. I have seen people endure pain, injury, exhaustion and continue to per-

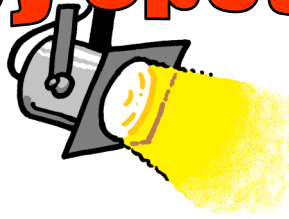
form their duties. They refused to quit, give up, or fail. They were motivated and eager but not to complete tasks. They were looking at sergeants, corporals, and other officers standing by them. Those are the people they refused to let down.

Why would anyone be willing to do this to themselves and continue this effort day in and day out? The most effective leaders are those who "lead from the front" — this means they lead by example in thought, word and deed. This type of cohesion does not just occur. It is by time, actions, and observation of leaders, by other staff, that this is developed. This is not supervising. It's leadership. Your actions, words, attitude, communications, and character are all part of this objective and must be developed every day.

Every time you set a goal, give an order or talk to staff, guide staff to the goal you want. I have seen staff time and time again reach goals and objectives that exceeds the order they were given. If you give them the help and logistic support, they can reach it. It is always nice to know someone will catch you if you fall. You will not be there forever. They have to be able to continue and carryout tasks without you directly and carry on what you started guide them to what you want. That's letting them be leaders, as well, to other staff.

Martin D. "Douglas" Lipscomb
Arkansas Department of Correction
Maximum Security Unit
Unit Training Supervisor

Policy Spotlight



Facts about policy and conduct

Do you have questions about ADC policies and procedures? Then send in your topics to The Advocate, and we'll be glad to get you the facts. Contact KAT at kathlyn.mcentire@arkansas.gov with questions.

AR 003

Inspection Tours by the Unit Warden/Center Supervisor

I. POLICY OF DEPARTMENT:

To ensure that inspection tours of Units/Centers are personally conducted by Unit Warden/Center Supervisor on a regular basis.

II. EXPLANATION:

- A. The Warden/Center Supervisor of each Unit/Center shall visit and inspect compound buildings, kitchens, dining rooms, education and program areas, shops and medical facilities and inmate and staff work areas for which he/she is responsible at least weekly.
- B. The Unit Warden/Center Supervisor shall make a written report to each area where deficiencies were found indicating what corrective action is to be taken.

AR 004

Staff Meetings

I. POLICY:

Staff meetings shall be held at least monthly to maximize staff communications throughout the Department within divisions, correctional units/centers, community correctional centers and field services units as an essential element in their operations and program processes.

II. EXPLANATION:

- A. The Director, Assistant Directors, Unit Wardens/Center Supervisors and Administrators should conduct staff meetings at least monthly with their assistants, supervisors and department heads.
- B. The Unit Wardens/Center Supervisors and Administrators shall ensure that all supervisory staff members, in turn, meet at least monthly with staff responsible to them.
- C. The purpose of staff meetings is to improve communications at all levels of supervision. Staff members conducting such meetings are to ensure that the meetings are open and promote effective communications.
- D. Minutes of staff meetings shall be prepared and distributed to all individuals in attendance and others as is appropriate.
- E. Copies of the staff meeting minutes of staff meetings held by the Warden/Center Supervisor or Administrator shall be forwarded to the appropriate Assistant Director and then to the Director. All other minutes will be forwarded up to the Warden/Center Supervisor or Administrator.

An appeaser is one who feeds a crocodile, hoping it will eat him last.

Winston Churchill, British politician

TRAINING TA ACADEMY

Training Academy Graduates: Class 2013-M, Nov. 8, 2013



Christopher Austin, Andrew Bufford, Tangela Clegg, William Courtney, Daniel Driver, Ronnie Gallegos, Tom Gothard, Jr, Remero Harper, Alexander Hunt, Curtis Lockheart, Marcus Moore, Hollis Nichols, Zachary Patterson, LaShundra Smith, Brenda Thomas, Bradon Verser, Martavieon Ward, Scott Williams, and Mariam Woody.

Training Academy recognizes Willis H. Sargent



The winner of the Willis H. Sargent outstanding student award for Class 2013-M is Tom Gothard, Jr. of Mississippi County Work Release. Pictured are Captain Larry Cyr, Deputy Warden Deangelo Earl, Gothard, and TA Administrator Fred Campbell.

ADC — Back in the day ...

The sign lists the executives and board members and reads:

**HEADQUARTERS
Camp No.1
Arkansas State Farm.**



Promotions & New Hires

Promotions

Date	Name	Position	Unit
10/27/13	Nilah McLean	Construction Project Supervisor	Construction
10/27/13	Susan Lane	Food Preparation Supervisor	Varner
11/03/13	April Gibson	Inmate Grievance Coordinator	Cummins
11/10/13	Tami Aiken	Deputy Warden	Central Office
11/10/13	Charles Bass	Senior Software Support Analyst	Information Technology
11/10/13	Brandon Culbreath	Sergeant	Delta
11/10/13	Charlotte Jones	Program Specialist	Varner
11/10/13	Donna Knight	Program Specialist	Ouachita
11/10/13	Derek Lauhon	Sergeant	Delta
11/10/13	Gerald McClusky	Sergeant	McPherson
11/10/13	Stanley Smith	Captain	Delta
11/10/13	Joshua Sorrells	Sergeant	Varner Supermax
11/10/13	Jason Stone	Sergeant	McPherson
11/10/13	Carshun Westbrook	Sergeant	East Arkansas



One of nature's rich fall colors graces the Central Office.

New Hires

Date	Name	Position	Unit
09/30/13	Michael Carraway	Assistant Director	Admin Annex East
10/28/13	Jason Yarbro	Maintenance Technician	Construction-EARU
11/04/13	Joyce Coleman	Inmate Grievance Coordinator	Wrightsville
11/12/13	Niva Battles	Rehab Program Manager	Mental Health-Central Office
11/12/13	LaDonnya Hagood	Substance Abuse Program Leader	Mental Health-Wrightsville
11/12/13	Jennifer Norris	Food Preparation Supervisor	Tucker
11/12/13	William Walden	Project Specialist	Construction
11/18/13	NeKisha Lewis Peters	Administrative Specialist I	Mental Health East Arkans
11/18/13	Steven Raddle	Agriculture Unit Supervisor II	Farm-Cummins

ADC ADVOCATE EMPLOYEES NEWSLETTER

ADC Mission Statement

- *To provide public safety by carrying out the mandate of the courts.*
- *To provide a safe humane environment for staff and inmates.*
- *To strengthen the work ethic through teaching of good habits.*
- *To provide opportunities for staff and inmates to improve spiritually, mentally, and physically.*

The *ADC Advocate* newsletter is published monthly by the Communications Office for employees of the Arkansas Department of Correction. The publication strives to enhance communication and provide information on the development and achievements of this agency.

All employees are encouraged to submit articles, comments, ideas, letters and questions. The deadline for submission is tentatively set for the 15th of each month for inclusion in that month's publication.

Please be aware that all submitted items will be subject to editing. However, every effort will be made to maintain the writer's essential meaning.

In addition, statements contained in the *ADC Advocate* are the personal views of the authors and do not necessarily represent the opinion or policies of the Arkansas Department of Correction.

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Visit ADC on the Web @ www.adc.arkansas.gov

Parting Shots



Arkansas Department of Correction

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