

January 2011
Employee Newsletter



Advocate

Arkansas Department of Correction

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Happy New Year!

ADC Crew Makes Stadium Sparkle After Victory

November 27, 2010
Arkansas-31
LSU-23



It was the hottest ticket in town. Sold out for months, Arkansas fans huddled together in Little Rock's War Memorial Stadium as the Razorbacks outplayed the LSU Tigers in a 31-23 Arkansas victory.

After the last tailgate party had gone silent and the last car had left the parking lot, the once pristine War Memorial Park was a sea of trash and debris scattered by the frenzied fans.



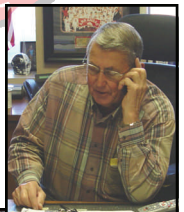
Work crews from the ADC's Benton facility, under the watchful eye of Warden Randy Watson, were up at dawn the next morning, clearing away trash left behind on the adjacent golf course in less than 4 hours.

Warden Watson explained how ADC has been a big part of War Memorial's clean up solution for nearly 20 years. Whether it's after high school playoffs or

college gridiron clashes, the crews will be there the next day to make things right. The same inmates who cleaned the golf course will spend the next 3 days cleaning the stadium in time for the next event. It typically takes 3-4 city trucks to haul away the collected trash.

Charlie Staggs, stadium manager for War Memorial, says crews have found several unusual items besides trash such as clothing, furniture, flags, and even make-shift outhouses!

No matter the event, team Benton is ready to answer the call from War Memorial Stadium or anywhere needed!



Director's Corner



Ray Hobbs
ADC Director

Even though it's already a couple of weeks old, I want to welcome you to 2011. It's a brand new year, filled with opportunities and the promise of better days. You might not know it but the celebration of the New Year is one of the oldest of all holidays. It started in ancient Babylon about 4,000 years ago and back then, the annual celebration lasted for 11 days.

At that time, the New Year was celebrated on what is now March 23. But they had no idea what the date was because the Babylonians didn't have a written calendar. They were really celebrating the beginning of

spring and the planting of their crops. It wasn't until the year 153 BC that January 1 was adopted as the official start of the new year. The Romans did that. They had a written calendar, but it had gotten out of synch with the sun because all the emperors kept tinkering with it. So to get the calendar back on the right track, January 1 was selected as the official start of the year.

When Julius Caesar started his own calendar a hundred years later, he didn't change the year's start date. Actually, the Gregorian calendar we use today is a revised version of Caesar's calendar. Now I am not exactly sure when, but somewhere along the way, it became tradition for people to make resolutions on New Year's Day.

Resolutions are changes that we want or need to make in our lives. A recent Marist poll shows that nearly half of all Americans make resolutions, and there's nothing shocking about which resolutions are the most common. The top vows: to lose weight, quit smoking and exercise more.

Another survey found that a whopping 80% of resolution-makers

end up breaking them, and a third won't even make it until the end of January before they do. The experts say that's because we make the wrong resolutions. Instead of declaring a general desire for some kind of change, we should set specific goals.

Take weight loss for example. Instead of resolving to lose weight, the experts say try promising to only eat fried foods once a month and to have a salad every day. In other words, set goals to be "good" rather than "perfect." That way, if we have two plates of catfish in one month, we don't blow the whole resolution. We just take a short vacation from it.

It comes down to this: we have a better chance of becoming better by making better resolutions. This makes sense to me. So, if you haven't made any resolutions for 2011, there's still time.

And if you follow the experts' advice, maybe this will be the year that you really do drop those extra pounds or put down those cigarettes or start working out more. Whatever you resolve to do, you can achieve it. Remember, 20% succeed every year, and it might as well be your turn in 2011.

Department Briefs



Warden Joe Porchia delivers the goods to Buffalo Island Elementary School—school supplies, that is!

Mississippi County Work Release Center's employees collect supplies

to put into the hands of local schools as their way of giving back to their community! Way to go, Warden Joe!

Food, Glorious Food!



It was a December to remember! As shoppers darted through the malls, ADC employees were busy gathering food and toys to help make Christmas merrier for many families across the state! Boxes of goodies at Central Office and East Arkansas were filled to the brim and distributed during the holidays to families who otherwise couldn't afford to have a Merry Christmas. We at the *Advocate* wish to acknowledge the hard work each of the units donated in order to make Christmas for someone a little brighter this year. Your kindness and generosity exemplify the best of the ADC staff!

2010 BCOT Class-N , Class-O Continue Tradition of Integrity, Honor

Class 2010-N, Graduated 12/03/2010



McKinley Bea, Jacob Calloway, Charles Carter, Bernard Cobb, Morris Collins, Quincy Collins, Aaron Cristal, Onwubuya Cyril, Derek Ellis, Torey Foote, Robert Galloway, Ricky Graham, Stephen Greenway, Kyle Haerberle, Denzel Hendricks, Tamika Holyfield, Charles Hunt, Tequinta Jackson, Joel Johnson, Elbert Jones, LeeMarcus Jones, Rose Kroboth, Amber Limbert, Christopher Lowery, Randall Malott, Phillip Meacham, Karl Miles, Jeffery Miller, LaTeidra Mitchell, Tony Mizell, Cedric Moore, Patrick Owens, Ozell Pace, Michael Perkins, Robert Powers, Bryon Riggins, Chris Sanders, Joseph Williams, and Jeremy Witherspoon.

Class 2010-O, Graduated 12/23/2010



Timothy Ballentine, Jeffery Bost, Halea Brown, John Chiromonte, Arlinda Clark, Jeffery Collins, Daryl Craig, Robert Davis, Brandon Dover, Bryan Ellis, Keonna Epperson, Teresa Ferguson, Shannon Forrest, Corey Geddings, Sharonda Gilbert, Christopher Goforth, Kathina Harper, David Hogan, Jackie Jeffery, James Johnson, John-Clark Johnson, Waymon Johnson, Aaron Jones, James Knee, Michael Lincomfelt, Amber Maddox, Anthony Marshall, Henry Maxwell, Maurice McNealy, Sherrod Miller, Danny Neldon, Amanda Penister, Christopher Pitillo, KeAndre Robinson, Pierre Sharkey, Billy Stinnet, Douglas Tharp, Harold Thomas, Richard Tuggle, Byron Turner, Louis Wade, Christopher Walker, Tara Washington, and Tyler Wheeler.

More Department Briefs



Congratulations to Christopher Budnik, the Grimes Unit's new Building Major! Asst. Warden Joe Page (L) and Deputy Warden Richard Guy (R) assist Christopher with his Major's pins!



Sgt. Kim Crocker (L) passes on the school supplies to Mrs. Latham of the Keiser Elementary School, courtesy of the Mississippi County Work Release Center's supply drive efforts!



Good Intentions?

Tucker Max Dedicates New Multi-Denomination Chapel in Memory of Frank King



Frank King, a religious volunteer for more than 25 years, was honored when the new chapel at the Maximum Security Unit was dedicated in his memory November 19.

The multi-denominational prayer facility was a 15-year dream come true for many who worked with “Buddy” King to raise more than \$181,000 for the chapel. Funds were donated through the Catholic church and other private groups.

The 2,800 square foot chapel provides seating for 40 and features two counseling rooms, a chaplain’s office and storage space for musical instruments.

Renie Rule, Chairwoman of the chapel fundraising committee, said construction began in 2005 and the chapel was built entirely with inmate labor. Rule assisted King in the efforts to build the chapel before his death in 2003 at the age of 62.



Rule was joined by ADC Director Ray Hobbs, Chairman of the Board of Corrections Benny Magness, former state Senator Jay Bradford and Father Lou Franz of Arizona.

The bright colors and stained glass were reminders of a statement made by “Buddy” King’s wife, “You need love most when you deserve it least.” Well done, everyone!

Human Resources Hosts Administration Services Awards Luncheon



Deputy Director Shelia Sharp (Upper Left) welcomes a packed house to the Administration Services award lunch-

It may have been wet and chilly outside, but the mood inside the Administrative East Building was warm and inviting as nominees gathered for the Administrative Services awards luncheon on November 29.

As a slide show played out on the large screens, guests were treated to door prizes and a magnificent buffet-style lunch provided by the talented cooks at Human Resources.

Shelia Sharp, Deputy Director of Administration Services, passed out 28 awards honoring ADC Employees and Administrators in the following categories: Procurement Employee of the Year-Carol Yelland; Warehouse Employee of the Year-Becca Landreth; IT Employee of the Year-Cindy Windle; Research, Planning and Policy Employee of the Year-George Brewer; HR Employee of the Year-Shelly Jones; Accounting Control Employee of the Year- Eddie Powell; Training Academy Employee of the Year-Joey Smith; Administrator’s Award-Sonia Wallace; and Supervisor of the Year-Gordon Davidson. Other awards recognized ADC employees from among the 20 units and various offices across the state for their years of tireless service.

Congratulations to everyone!



Governor's Mansion Hosts First Annual ADC Pinnacle Awards Ceremony



The Governor's Mansion was the setting for the Arkansas Department of Correction's First Annual Pinnacle Awards ceremony this past December 21st. It was an historic evening, as members of the ADC family were recognized for their outstanding service and achievements.

As guests arrived, Governor Mike Beebe personally welcomed everyone to the mansion, which was decorated in a festive holiday theme.

Serving as emcee for the evening's ceremonies was Assistant Director Dina Tyler, accompanied by members of the ADC management team as well as members of the Correctional Board.



"The most valuable resource of any organization is its employees, and the Department of Correction has the finest Correctional professionals in the country.

They truly are the best of the best."

Director Ray Hobbs

ADC Director Ray Hobbs described the employees of the Department of Correction as "the best of the best." The Pinnacle Award honors those employees who apply their personal best to their jobs, then dare to reach even further. The recipients for this year's awards are:

CMS Employee of the Year— Annette Esaw, *Cummins*

CMS Provider of the Year— Dr. Shirley Price-Barnes, *Pine Bluff and Randall L. Williams Units*

CMS Health Services Manager of the Year— Deborah York, *Pine Bluff Unit*

Employee of the Year— Captain Maxie Foote, *Wrightsville*

Correctional Officer of the Year— Corp. Jacquelynn Owens, *Tucker - Corp. Andrew Ruh, Cummins*

Supervisor of the Year— Charlotte Green, *CMS / Maximum Security*

Correctional Supervisor of the Year— Captain Moses Jackson, *East Arkansas*

—Major Maurice Williams, *Maximum Security*

Deputy Warden of the Year— Aundrea Weekly, *Cummins*

Warden of the Year— John Maples, *Newport Complex*

Director's Citation of Excellence— Don Nelson, *Construction*



"I was so impressed to learn we were bringing back the Employee Awards program. When I first began my career with the ADC, it was something you didn't want many people to know about.

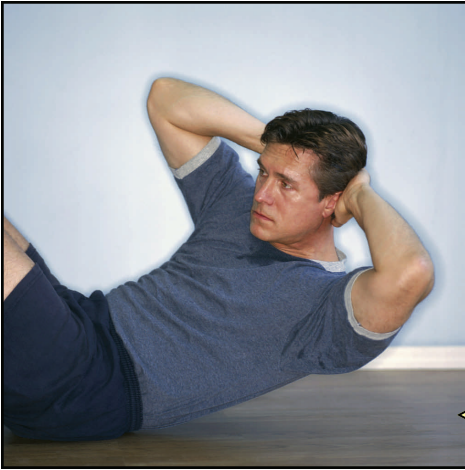
We have come so far and to see where we are going makes me proud to be a part of that journey. Tonight's ceremony was such an inspiring event, and I was very proud to have been in the company of so many professionals. A lot of people worked very hard to make this night a memorable one and they did just that!"

Warden Stephen Williams

* The dinner and awards were made possible by AACET and included a donation from Correctional Medical Services for a portion of the expense. Contributions by other sponsors to AACET covered remaining costs. No AACET member dues were used to pay for any portion of the event.

Health Matters

One Inch at a Time; Shedding Unwanted Pounds Safely and Sensibly



With the passing of the holidays, the number one New Year's Resolution is "I'm going to get in better shape." As good as those intentions are, losing weight and getting in shape are often difficult promises to keep.

Being an overweight society, weight loss is one of the biggest industries in America. While other countries have a percentage of overweight people, it is estimated that they have less than 50% of the United States numbers.

Weight loss, however, can be both an unintentional and unexplained state of health. Unintentional loss of weight should be reported to a doctor, as this may be an indication of an illness.

People who are typically 20 pounds or more overweight are recommended for some form of weight loss. Being overweight can lead to diabetes, heart attack, stroke and early death.

Underweight people can have their own set of health risks as well such as osteoporosis, inability to fight off infection, inability to regulate body temperature and even death.

Weight problems can have several contributing factors, but most problems have to do with lifestyle and the

ability to make healthy or unhealthy choices. Preprocessed foods, snacks and beverages are all contributors to weight problems. Some prescription medications such as antidepressants can also cause weight gain. Sadly, the majority of obese people are victims of their own diet choices.



MAKE HEALTHY CHOICES

While treatments and weight loss programs vary, the best way to drop the pounds and get into better shape is to reduce caloric intake while also increasing caloric output.

Intentional weight loss is a struggle for many, and the media may tempt individuals with pills that promise to melt away the pounds while allowing people to eat what they want. However, don't be fooled.

Research conducted by the Mayo Clinic has shown no conclusive evidence that these quick-fix remedies do anything at all. Diet drinks and pre-packaged foods with low-fat and low-calories are good supplements when undergoing a diet plan.

Avoid the "starvation" diets; to regulate good health, a systematic input of protein and carbohydrates are an essential key to proper health, but remember to use moderation.



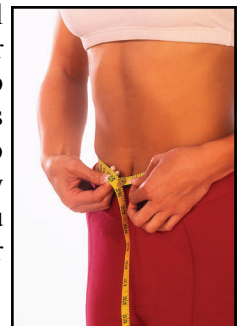
GOOD FOODS & EXERCISE

Eating proper foods in healthy portions are good steps towards better health. Fruits, vegetables, beans, grains and proteins such as meats and fish will continue to give your body the healthy balance it needs for good nutrition.

Remember that as your choices in foods and portions change, your body also needs a good exercise program. Exercise not only promotes muscle tone and stamina, it is also beneficial to your heart, lungs and immune system. In addition to the physical benefits, exercise will also promote a healthier emotional state from knowing that you've decided to do more for yourself than ever before. But don't overdo it!

SET REALISTIC GOALS

No two people have the same physical stamina, so exercise according to your own pace and strength. And be realistic; toning up and slimming down won't happen overnight. It will take time for your body to adjust to the new changes you're making, so be patient! Every day brings you closer to better health! Good luck!



BCOT Graduates Get the White Glove Treatment During Ceremony



As BCOT Class N 2010 Stand at Attention, the Weeks of Strenuous Training Are About to Pay-Off as They Prepare for Life as ADC Correctional Officers.



Dress blues, white gloves and white sashes adorned the BCOT Class N as the cadets prepared for graduation. After weeks of training in weapons, self-defense, and academics the class was ready to become full Correctional Officers.

Major Gordon Davidson introduced the trainees, explaining the intensity of the training academy courses to visitors before administering the Correctional Officer's Oath.

One of the trainees, Joseph Williams, entered the academy as a Sergeant. Upon graduation, Williams was promoted to Major and received his bars from Warden Stephen Williams and Deputy Warden Tommy James from the Tucker Unit.



As Class N leaves for its new assignments, another group of trainees will take its place, learning the skills that will mold the cadets into new officers.



ADC Recipe Corner

Comfort-Food Beef Stew

Bill Watson

- 1 lb Beef Round Steak, cut into 1" cubes
- 1/2 Cup Canola Oil
- 1/2 Cup All-Purpose Flour
- Salt and Black Pepper
- 3 Large Carrots, cut into 1" slices
- 3 Ribs Celery, cut into 1" slices
- 1 Large Onion, medium chop
- 1 tblspn Worcestershire Sauce
- 2 Large Potatoes, cut into 1" cubes
- 2 Cloves Garlic, crushed
- 1 Can Italian-Style Stewed Tomatoes
- 1 Bottle Red Wine

Season beef with salt and pepper, place inside large ziplock bag with flour-seal and toss to evenly coat meat, set aside. In large cooking pot, heat oil and add beef after shaking off excess flour and brown, turning occasionally to brown all sides evenly. Add to oil and beef garlic and onions, stir and sauté about five minutes. Add remaining vegetables, canned tomatoes, Worcestershire sauce-stir to evenly distribute. Cover ingredients with red wine, then reduce heat to low.

Take remaining flour from ziplock bag and mix with 1/2 cup warm water until thinned-add to stew and stir.

Let stew slowly cook on stove top for 2-2 1/2 hours until beef and all vegetables are tender. Salt and pepper to taste. Serve hot with sliced French bread, rolls, or even a hunk of fresh cornbread! Yum, yum!



First Impressions Mean a Lot at C.O.

When visitors arrive at the Central Office, she greets them with a smile. Her voice can be heard across the intercom and on the phones. First Impressions mean a lot, and Susan Brewer has been making great first impressions at Central Office for more than nine years with her cheerful attitude and southern style! hanks, Susan!



GRRRR...
Carl MAD!
Want Advocate NOW!

EASY DOES IT, CARL!

Obviously, Carl seems frustrated. But don't worry, Carl-you can access the latest issue of The Advocate online anytime on Spotlight and on the ADC's website until you get your own personal copy!

Central Office Christmas: Santa Central, Decorations, Food and More!



The New Blues

by Bill Watson



Promotions

Date	Name	Position	Unit
11/28/10	Shaun Conrad	Agriculture Unit Supervisor I	Farm
11/28/10	Falandus Graydon	Sergeant	Maximum Security
11/28/10	Eddie Knight	Sergeant	Cummins
11/28/10	Dialo Lattimore	Sergeant	Cummins
11/28/10	Treill Moncrief	Inmate Grievance Coordinator	Cummins
11/28/10	Maurice Mosby	Sergeant	Cummins
11/28/10	Kyron Mothershed	Lieutenant	Cummins
11/28/10	Orin Odom	Sergeant	Cummins
11/28/10	Corey Rayner	Sergeant	Cummins
11/28/10	Erica Washington	Unit Training Supervisor	Cummins
11/29/10	Virginia Allen	Mailroom Services Coordinator	Varner
11/29/10	Meredith McConnell	Classification & Assignment Officer	Varner
11/30/10	Gregory Socia	Lieutenant	Maximum Security
12/01/10	Joshua Crosby	Lieutenant	Ouachita
12/01/10	Latosha Fitzpatrick	Sergeant	Pine Bluff
12/01/10	Jeremy Penister	Sergeant	Pine Bluff
12/03/10	Jada Lawrence	Assistant to the Director	Central Office
12/08/10	David James	Major	Cummins
12/10/10	Christopher Budnik	Major	Grimes
12/12/10	Shyrome Hadley	Sergeant	Cummins
12/12/10	Martin Lipscomb	Unit Training Supervisor	Wrightsville
12/12/10	Janice Sutton	Sergeant	Wrightsville
12/13/10	Richard Vinyard	Work Release Program Supervisor	Benton
12/16/10	Felicia Nelson	Captain	Cummins
12/19/10	Karen Wilson	Sergeant	EARU
12/20/10	Daniel Heflin	Sergeant	McPherson
12/20/10	Robert O'Melia	Sergeant	McPherson
12/20/10	Cynthia Tillman	Training Instructor	Training Academy
12/26/10	Kurtis Holcomb	Sergeant	Wrightsville
12/26/10	Joyce Johnson	Lieutenant	Hawkins
12/26/10	Samuel Jones	Sergeant	Ouachita
12/26/10	Tommie King	Sergeant	Cummins
12/26/10	Mark Stephens	Captain	Varner Supermax

New Hires

Date	Name	Position	Unit
12/01/10	Tralonia Brewer	Administrative Specialist II	Grimes
12/06/10	Timothy Bircher	Computer Support Technician	Administrative
12/12/10	Patricia Mason	Business Operations Specialist	Wrightsville
12/13/10	Ronald Riley	Construction Specialist	Construction
12/26/10	Tanya Richardson	Human Resources Asst	Mental Health



In-Service Training Protocol

The Training Academy wishes to welcome staff to In-Service Training. The academy strives to promote a professional environment during your learning experience.

Listed below is appropriate attire for In-Service class participation.

Shirt—button up or pull over (please, nothing derogatory, offensive or inappropriate for professional correctional staff, no T-shirts, no sports team shirts).

Shirt and Tie

Slacks—NO DENIM, no holes or frayed edges.

Dress/Pantsuit—(please, nothing see through, sleeveless or low cut. Length should be professional and appropriate for professional correctional staff)

Shoes—(no flip flops, sandals, tennis shoes or house slippers).

Uniforms—must meet Department guidelines

Headgear—allowed only outside of building (no derogatory or offensive wording, symbols, etc.).

Sweats/Shorts/Sport Warm-ups—will be considered appropriate only in classes containing physical activities – not during normal In-Service classes.

Smoking is not allowed on Academy property.

Please observe break times and lunch periods.

Cell phones or pagers need to be on vibrate or silent while in the classroom.

Students arriving more than 15 minutes late for the starting time of a class, or more than 15 minutes late from a break/lunch will be dismissed

JANUARY TRAINING SCHEDULE

Date	Title	Time	Length	Location
3-7	Command Officer School (ML III)	8:00	40 hrs	HR
4	Sexual Harassment/Misconduct (ML I) (VS)	8:00	5 hrs	TA
5	Fair Labor Standards Act (ML I)	8:00	4 hrs	HR
5-6	Management Effectiveness Training (ML I)	8:00	16 hrs	TA
6	Cultural Awareness (ML II)	8:00	4 hrs	HR
6	Performance Evaluation (ML I)	12:30	4 hrs	HR
7	Basic eOMIS Training	12:30	4 hrs	HR
7	High Performance Leadership	1:00	3.5 hrs	ORU
11	Administering Discipline (ML I)	8:00	4 hrs	TA
12	Structured Interviewing (ML II)	8:00	4 hrs	HR
12-13	16 hr Security for Non-Security	8:00	16 hrs	TA
18	Interpersonal Communication (ML I)	8:00	8 hrs	TA
18	Drivers Safety Training	8:00	8 hrs	TA
18	Behavioral Based Safety Training (VS)	8:00	4 hrs	HR
19-20	Introduction to Management (ML II)	8:00	16 hrs	TA
20	Grievance Prevention and Handling (ML I)	8:00	5 hrs	HR
21	Security eOMIS Training	12:30	4 hrs	HR
21	ADC Back Safety and Office Ergonomics (VS)	8:00	4 hrs	HR
24-28	40 hr Security for Non-Security	8:00	40 hrs	TA
25	Grievance Prevention and Handling (ML I)	8:00	5 hrs	HR
26	Fighting Complacency in Corrections	9:00	6 hrs	TA
28	eOMIS Incident Report Coordinator	10:00	2 hrs	HR
28	Advanced Security eOMIS Training	12:30	4 hrs	HR
31	Identity Theft	8:00	4 hrs	TA

For a complete listing of class schedules, updates, and changes please feel free to look up In-Service Training on the ADC Spotlight!

OPEN ENROLLMENT (Year round Classes)

- **Internet-Based e-Learning Classes.** (for managers and supervisors only) Classes provided by National Institute of Corrections Visit www.nicic.org. *You must get approval from your Unit Trainer before taking any e-learning classes.
- **Open enrollment, Inter-Agency classes** are offered to all staff members in Little Rock. They vary in length.
- Classes are also offered through the **Criminal Justice Institute** in Little Rock.

Your unit trainer has more information about Criminal Justice Institute, Inter-Agency, E-learning and other classes.

“New Year’s - where old acquaintance be forgot...Unless those test results come back positive.”

- Jay Leno



Knights Go Cruising for Toys

The Blue Knights AR IV Law Enforcement Motorcycle Club hosted its 12th Annual Toy Ride to benefit the Jefferson County Salvation Army December 11th at the Admin East Building on East Harding.

Even though Mother Nature had other plans, bikers began gathering at White Hall High School around 11 in the morning and were soon off to the Admin East Building where everyone enjoyed lunch at noon.

Approximately 75 attended this year's rally with around 51 bikes and 8 to 10 assorted vehicles with a common mission; raise toys for kids!

In addition to the Blue Knights, other local bike clubs represented were Sons of Inferno, Abate 20, Fallen Rider Association, Genesis Riders-Christian Motorcyclists of America and the Condors & Legends Riders.

United Water, Cross Road Church and Entergy were also on hand for the festivities this year. Way to go people-heading out on those bikes in bad weather to raise toys for the kids of Jefferson County this Christmas! Ho, Ho, Ho, Baby!



If you are unable to access Spotlight, contact your Unit Trainer. They will have the latest Training Schedules available!

ADC CALENDAR OF EVENTS January 2011



- 1 New Year's Day
- 17 Martin Luther King, Jr Birthday Observed



February 2011 Black History Month

- 2 Groundhog Day
- 3 Chinese New Year
- 14 Valentine's Day
- 21 President's Day



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

Then tell it to the guys at the Advocate and they'll post them on the calendar of events for all to see!

Construction Crews Busy With New Projects

On a chilly December morning, construction committee members along with Assistant Director Leon Starks took a tour of the North Central Unit near Calico Rock to discuss and to survey the site of a proposed inmate barracks.

The *Advocate* was invited to come along and get a first-hand look at the planning and execution of just one of the many projects now under way within the ADC's many units.

After committee members discussed budget, materials and equipment, Mr. Starks conducted a private tour of the North Central facility along with North Central's Warden, David White. An inspection of the foundation site allowed everyone to see the progress of the new barracks addition, as well as the changes already made to the existing construction.

Careful planning and reuse of resources recovered from other projects allow ADC crews to make quality, cost-effective improvements anywhere, anytime!



ADC Asst. Director Leon Starks plans new project



ADC Advocate Employee Newsletter

ADC Mission Statement

- *To provide public service by carrying out the mandates of the courts.*
- *To provide a safe humane environment for staff and inmates.*
- *To provide programs to strengthen the work ethic.*
- *To provide opportunities for spiritual, mental and physical growth.*



Arkansas Department of Correction

The *ADC Advocate* newsletter is published monthly by the Public Information 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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www.adc.arkansas.gov

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