

THE ADVOCATE



A publication for employees of the Arkansas Department of Correction

June 2014

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ADC pays tribute to correctional employees

The Arkansas Department of Correction honored employees across the state for their service as correctional officers, nurses and teachers in conjunction with the National Correctional Officers and Employees Week and Nurses and Teacher's Appreciation Week May 5-9.

Units celebrated with breakfasts, luncheons, cookouts, pizzas, barbecues, cakes and awards.

Among the many celebrations, here are some we heard about:

Northwest Arkansas Work Release Center enjoyed pizza.

At the Pine Bluff Unit catfish from Dorey's was enjoyed along with fun and fellowship.

In addition, at Delta Regional Unit several officers were recognized and spotlighted for their commitment and dedication to

the ADC as well as the Unit. Throughout the week they received donuts, juice, coffee, and catfish with the trimmings.

Central Office held a barbecue luncheon.

The Ouachita River Unit provided donuts, juice, and coffee and later honored staff with a meal consisting of tacos, rice, refried beans, and dessert.

Photos on pages 8 and 9

Evans: 40 years of service in corrections

From growing up in the small community of Knowlton, Arkansas, as a son of a sharecropper who was killed when he was 11-years-old, to becoming the Deputy Director of the Arkansas Department of Correction, Marvin Evans has seen a lifetime of turns and twists that he says makes him humble and thankful.

Evans celebrates his 40-year anniversary with the ADC this month. But it has been a career that he never envisioned.

"When I was a little kid, my aspirations were to just get away from that

farm," said Evans, although now he has complete appreciation for what he calls "my raising."

After a farming accident claimed the life of his father, his mother who had an eight-day-old baby at the time overcame many difficulties, according to Evans. He thanks God he still has his mother, who he calls "a great woman."

Fortunately for Evans, his maternal grandfather was in the picture and became his father image.

"He was solely responsible for me going to college," Evans recalled. "Because he mandated it!"

"Whatever he said, you did. He was family law. And he was always right. He wasn't an educated man, but was probably as smart a man as I ever knew. Where he got that wisdom, I want to say, I don't know - but I *do* know. It was divine wis-

Continued on page 5



Word to know: De-escalation

De-escalation. We're starting to hear that word a lot around ADC, and I like the way it sounds. De-escalation techniques were not an emphasis for ADC until earlier this

year when CORPS training was rolled out. CORPS training -- Culture of Respect

and Professionalism in Service -- is making its way through the ranks. This new training focuses on having a winning mindset and calming the storms (de-escalating) that arise in the prison system.

When confronted or afraid, most will freeze, fight or flee. De-escalation requires none of these actions or inactions. Reasoning with an angry or agitated person is not possible, typically, so the objective should be to reduce the level of arousal so that discussion becomes possible. Sometimes it means ignoring taunts and not attempting to have a discussion at all.

We have seen incidents recently where officers have been assaulted due to poor responses to what I call minor mouthing. There are things that should not be ignored, but there are plenty of things that should roll off your backs. That's where discretion and good judgment come



Ray Hobbs
Director

into play.

CORPS training is meant to serve as another tool in the belt designed to get you home safely at the end of the day. Training and adhering to policies make up the fabric of that belt.

ADC is an agency built on policies and those policies are in place because of things that have happened and lessons that were learned from them. There have been some incidents recently where officers strayed from policies and endured the consequences. Fortunately, no one's life was lost.

All officers need to read and re-read the policy on Use of Restraints: AR 403 and AD 14-15. There should be no exception to cuffing inmates in the rear -- NONE. In addition to this policy, prior to moving an inmate out of any max cell or administrative segregation/punitive/isolation area, a hand-held metal detector should be used to wand the inmate's body front and back to detect metal objects. When appropriate, tether belts and leg irons should be used. Two officers are ALWAYS present prior to removing a max inmate from his cell.

These safety and security measures should never be compromised. The life that is saved by following them may be your own, so take them seriously. Our agency's top priority is for you to get home to your family at shift's end. Please do your part to make sure that happens.

Long-time employees celebrate retirement



Ida Works, Constituency Services, far left, retired after 28 years of service to the ADC. Her family, including her mother standing in pink, celebrated with friends and co-workers at Central Office on May 9.



Ronnie Vilches, Internal Affairs Investigator, retired after 25 years and 5 months of service to the ADC, all in IA. He said he plans to spend his retirement 'just piddling.'



Dubs Byers, Superintendent of Arkansas Correctional Schools, retired after 39 years of service to the ADC. At the graduation ceremony held at ORCU in Malvern, Byers received the bell from Dr. Charles Allen.

Ball & Chain Golf raises funds for scholarships, special programs



The 2014 ADC Ball and Chain Challenge golf tournament swung into action on May 19. The 10th annual event, sponsored by the employee Associations of the Arkansas Department of Correction and Arkansas Association of Correctional Employees Trust, was held at the Harbor Oaks Golf

Course in Pine Bluff. Proceeds from the event help to support scholarship programs, special events for AACET members and disaster relief services. Kevin Murphy, executive director of AACET, said that it is too early for a final recap, but estimates that the event raised well over \$30,000.



2014 Red Ribbon scholarships awarded to four seniors

The 24th annual Red Ribbon Scholarships were awarded this year to four Arkansas high school seniors across the state. Each scholarship totaled \$750.

These scholarships are intended for employee's children who are 2014 high school graduates. Those awarded were Armored High School's Joshua Tye, son of Anita Tye of Mississippi County; Salem High School's Courtney Smith, daughter of Sgt. Michael Smith of North Central Unit; Watson Chapel High School's Eric S. Williams; and Pine Bluff High School's Kalyca Hawkins.



In left photo, Eric S. Williams (left) is presented the scholarship by ADC's Shirley Lowe, and in middle photo, Kalyca Hawkins is presented the scholarship by Lowe. In above photo Mississippi County Work Release Center Supervisor John Herrington (left) presents the scholarship to Joshua Tye. And in photo at right, NCU Warden David White presents award to Courtney Smith.

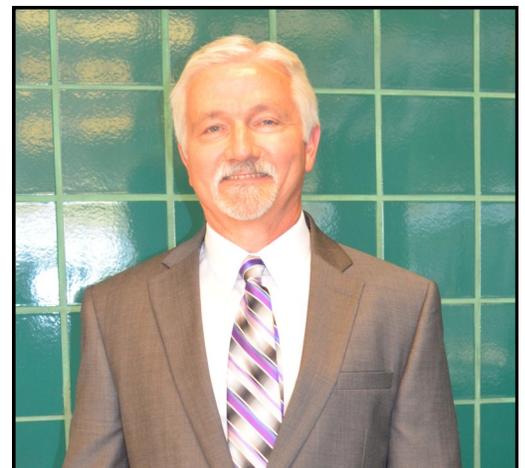
Glover new superintendent of Arkansas Correctional School

Dr. Bill Glover will be the new Superintendent of the Arkansas Correctional School, effective July 1. He replaces Dr. Dubs Byers, who is retiring after 39 years of service.

Glover has been the deputy superintendent for the past nine years. He began with the agency 38 years ago as a teacher at the Cummins Unit. He held that position for 14 years. He held the position of principal at three units: at the Varner Unit for five years, at the Cummins Unit for eight years, and at the Pine Bluff Unit for two years.

Glover holds a BA from the University of Arkansas at Monticello, BSE from the University of Central Arkansas, and an EdD from the University of Arkansas at Little Rock.

"Please join me in expressing our confidence in his success and for the continuing progress for our Correction School System," said Charles F. Allen, CAO, Arkansas Corrections School System.



Dr. Bill Glover

Evans . . . continued from page 1

dom.”

After graduating from University of Arkansas at Pine Bluff, then A.M.&N., with major in sociology and minor in history, Evans worked several odd jobs, including a brief stint in Missouri.

Because of his excellent scores on an Arkansas evaluation test called the ‘merit system,’ he often got contacted for State jobs, and was trying to go to work for the Department of Human Services as he felt that was his calling.

“I knew I wanted to work with people,” Evans said, “particularly underprivileged people. I interviewed all over Arkansas, but I never got called back.”

After his sister told him about a job with the ADC, which he applied for but didn't get, he later landed a job as a parole officer at Cummins. This would be his first professional job.

“I wondered why Cummins would need a parole officer, I thought parole officers were people who met with people on parole and probation on the streets,” Evans said with a smile, “but I was unemployed, and I didn't question it!”

His next stop was as Assistant Administrator of Probation and Parole Services at Central Office, and then briefly Treatment Administrator, then back to Administrator of Probation and Parole.

Evans was now getting the bug to return to school. His attempt to transfer to a Wrightsville opening so that he could attend college in Little Rock was thwarted when he was summoned to the Director's office.

He was told about an Assistant Warden job being made available at

the Maximum Security Unit at Tucker where (former ADC Director) Larry Norris was Warden.

“My initial reaction to that was *this is a setup, it doesn't fit my plan,*” Evans recalled. “But at the same time, I knew if I didn't take that job I was being offered, essentially my career in corrections was over.”

In fact, that education plan never saw fruition as the next few moves in his career offered no chance of school. When Norris was promoted, Evans was encouraged to apply for the Warden's position at Max, so he did, and became the Warden.

Evans then helped with the startup of the East Arkansas Regional Unit where he also served as Warden. This 10-year stretch began with 100 inmates and grew to more than 1,600 inmates with an added max unit.

Evans was sent back to Max, then to Tucker and was becoming weary of moving when Larry May approached him with a conversation Evans recalled this way:

May: “Would you like to go to Calico Rock?”

Evans: “No sir, I would not.”

May: “Would you volunteer to go?”

Evans: “No sir, I would not.”

May: “What if I tell you to go?”

Evans: “If you tell me to go there, I will go.”

May: “Think about it.”

“We had the same conversation a couple more times,” said Evans. “Then I told him that we needed to stop having the conversation, I am *not* going to volunteer. If you tell me to go, I'll go. [May] said, ‘well, I am telling you to go.’”

However, Evans got a promise that he would only be there a year, and that is what happened, but Evans recalled it as a bittersweet time.

The Pine Bluff Complex Warden and Evans' dear friend Rick Toney died suddenly, and Evans got asked to take that position.

“I was devastated. Losing a good friend and colleague, somehow in my mind I was benefiting from his death,” he said. Evans thought about saying no; he thought about retirement.

“It was kind of a guilt trip,” Evans remembered, but he moved.

From there, Evans became a Deputy Director in 2010.

This year, Evans also celebrates 40 years of marriage to Delores. They have five children.

Evans thought back on taking that first job at Cummins 40 years ago and recalled, “Like many a young man I took that job because I was unemployed, and it was better than being without a job; thought I might do it a year or so, and then find something else.”

At that time his thinking was that he still wanted to work in human services. What he didn't realize then was that his career in human services had begun.

“I began to realize, I really *am* in human services. Not what had always envisioned human services to be, but that's exactly where I am,” Evans said.

“I was interacting with those incarcerated who I considered ‘less fortunate’ and on the other side, I was interacting with a great group of professional people . . . I've had the best of both worlds.”

You don't have a soul. You are a soul. You have a body.

C.S. Lewis

ADC, law enforcement teams carry torch for Special Olympics

In the predawn hours of May 22, runners from the Pine Bluff, Wrightsville and Max Units gathered at Saracen Landing in Pine Bluff to begin the Jefferson County leg of the Law Enforcement Torch Run for Special Olympics Arkansas. Although it was a relay, one runner from the PBU, Kathy Berry, began the race and ran for 8.5 miles!

The 25-mile relay continued until the Pulaski County line, with escorts from the Arkansas State Police, the Jefferson County Sheriff Office, and the White Hall Police Department.

Runners then traveled to the State Capitol for the lighting of the torch ceremony. The final journey of the torch left Little Rock State Capitol heading towards Harding University in Searcy where 2,000 athletes awaited the flame of hope to kick off the summer games for Special Olympics.

Special Olympics Arkansas recognized the Arkansas Department of Correction for being a state sponsor at the Capitol. A plaque was presented to Director Ray Hobbs, Ayn Freygang and Sherry Glover.

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“Our agency is proud to be a part of this grassroots



worldwide movement of law enforcement agencies raising money and awareness for Special Olympics,” said Glover.

Special events such as Denim Days, Boots and Badges, Tip a Cop and the Torch Run are ways money is raised throughout the year for Special Olympics. Future fund raising events for Special Olympics will be scheduled later this year.

Glover said it is truly an honor for our agency to be Guardians of the Flame of Hope.

Donation for ORCU Chapel

Ouachita River Correctional Unit Chaplain Norma Gilom, center, was a happy woman on May 19. CCS Chairman and CEO Jerry Boyle brought a check for \$12,000 when he came to play in the Ball and Chain Challenge. Boyle presented the check to Gilom and Director Ray Hobbs before the tournament began. The money will be used to help build a chapel at ORCU.



Emergency Response Team Competition held at Ester Unit

The Emergency Response Team Competition was held at the newly named Ester Unit in Pine Bluff on May 12-16. And Emergency Response Teams from the North Central, Cummins, Tucker Units made it to the top three, first through third respectively.

“This is a fun way to evaluate, re-evaluate and improve,” said Randy Shores, Emergency Preparedness Administrator. “To me, they are all winners.”



The winners, North Central Unit.



The “inmates.”

Correctional School graduation held at ORCU

The Arkansas Correctional School Class of 2014 graduation ceremony was held at the Ouachita Regional Correctional Unit on May 22.

Superintendent Dr. William C. Byers assured the attendees that Arkansas ranks among the top in the nation in education in corrections.

The keynote speaker was University of Arkansas Vice Chancellor for Diversity and Community who stressed the importance of *not* trying to just be differ-



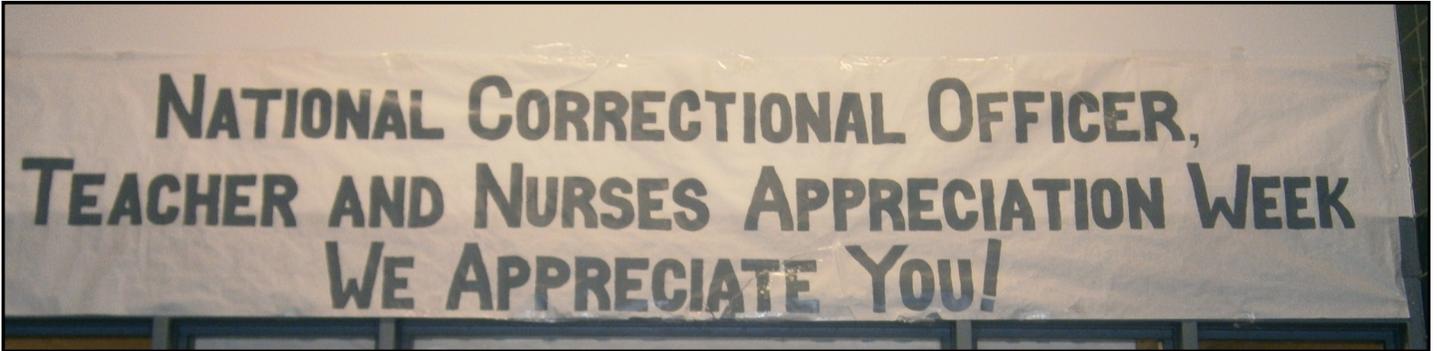
ent, but rather trying to be a difference maker.

“Never abandon your sense of purpose,” he told graduates.

The 2013-2014 Teacher of the Year is Barbara Benton from Delta Regional Unit.

ADC Units pay tribute to Correctional

Ouachita River Correctional Unit



Play ball! Wrightsville, Max Units get their game on

The Wrightsville Unit and the Maximum Security Unit competed in a softball game on May 4 to kick off the week. The game was played in England.

“Of course, at the end of the day the scores were not in favor of Wrightsville,” said Max Unit Warden William Straughn. “The second game played, the score did not change in their favor either.”



Officers, Teachers & Nurses May 5-9



Central Office



Delta Regional Unit



Northwest Arkansas Work Release Center



Wrightsville Complex



Health Matters

Getting the right amount of water is important

Basics

Getting enough water every day is important for your health. Healthy people meet their fluid needs by drinking when thirsty and drinking with meals. Most of your fluid needs are met



through the water and beverages you drink. However, you can get some fluids through the foods that you eat. For example, broth soups and foods with high water content such as celery, tomatoes, or melons can contribute to fluid intake.

Water helps your body:

- Keep your temperature normal
- Lubricate and cushion joints

- Protect your spinal cord and other sensitive tissues
- Get rid of wastes through urination, perspiration, and bowel movements

Your body needs more water when you are:

- In hot climates
- More physically active
- Running a fever
- Having diarrhea or vomiting

If you think you are not getting enough water, these tips may help:

- Carry a water bottle for easy access when you are at work or running errands.
- Freeze some freezer safe water bottles. Take one with you for ice-cold water all day long.
- Choose water instead of sugar-sweetened beverages. This can also help with weight manage-



ment. Substituting water for one 20-ounce sugar sweetened soda will save you about 240 calories. For example, during the school day students should have access to drinking water, giving them a healthy alternative to sugar-sweetened beverages.

- Choose water when eating out. Generally, you will save money and reduce calories.
- Add a wedge of lime or lemon to your water. This can help improve the taste and help you drink more water than you usually do.

www.cdc.gov

Delta Regional Employee Awards

Sgt. Carrie Swayze, from left, Correctional Officer of the Year, Lt. Kim Lum, Correctional Supervisor of the Year, Matthew Hudgens, Employee of the Year, Sgt. Debra Scott, Supervisor of the Year and Sgt. Johnnie Harris, Warden's Citation of Excellence Award.



Farm visit generates a few squeals

The farm staff had to shake me down May 27 when I left the Cummins Unit to make sure I didn't have a piglet in my pocket. I was escorting a photographer from AETN who was finishing up filming for a program on prison farming set to air in August.



Shea Wilson
Public Information Officer

The photographer had a list of shots he needed to round out the piece, including shooting a finished meal and some of the livestock. I have been to the farm many times and we receive lots of positive media coverage for what happens there. BUT, those farm guys have been holding out on me. I did not know there were houses of nothing but piglets.

I literally squealed with delight. I love most baby animals, but puppies and piglets are my absolute favorites. The spotted pigs are my favorite.

Thanks to Board of Corrections member and farm liaison Buddy



Chadick, Wendell Taylor, Michel May, Keith Leopard and the rest of the farm crew who helped welcome AETN and made sure this project was a success.

And while we're talking animals ...

Y'all know I love a good dog story, so I couldn't resist sharing this one for those who don't see incident reports.

An armed suspect wanted for murder in Missouri is behind bars thanks to the assistance of the Ouachita River Cor-

rectional Unit K-9 Team. The team, consisting of Major Darren Threlkeld, Lt. Ray Anderson, Sgt. Adam Helm and Sgt. Michael McLelland, responded to a request for assistance by the Dallas County Sheriff's Office on May 11.

The murder suspect, who was armed with a shotgun, had fled from a home into a wooded area.

The dogs were placed on the ground and began making a drag in some pine trees beside the home and a track was struck. I'm guessing the pack of hounds on his heels made the suspect consider his options.

The team was soon informed that the suspect had circled back to the house. The suspect was surrounded by ADC officers, Sheriff Danny Ford and deputies, and Arkansas Game and Fish officers. After several minutes, the suspect dropped the shotgun and was taken into custody.

The team arrived on the scene a little after noon, the suspect was taken into custody before 1 p.m. and the guys and dogs were back at the unit by 2:20 p.m. How's that for taking care of your business?

ADC retirees to meet June 12

The next meeting of the ADC Retirees Association will be at 10:30 a.m. on June 12. The meeting will be held at the McPherson Unit in Newport and will be followed by lunch. Deputy Warden Nurzuhal Faust will be the guest speaker.

CALENDAR OF EVENTS



JUNE

JUNE 2014

14 — Flag Day

15 — Father's Day

21 — Summer Begins

JULY



July 2014

4 — Independence Day

18-23 — SSCA

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



Send information to Kat at

The Advocate
kathlyn.mcentire
@arkansas.gov

Around ADC

Collection for tornado victims

The Benton Unit staff (in photo at right) recently held a drive to collect items to send to recent tornado victims in Arkansas. In addition, the Varner Unit Employee Corporation donated \$1,000 worth of Walmart gift cards and Varner's Inmate Council donated \$500 worth of Walmart gift cards.



Gleaning

Lt. Cameron Wood supervised the Newport Complex Regional Maintenance crew as they gleaned strawberries from Berries by Bill, Inc. in Newport on May 9 for the Arkansas Food Bank. Eighty-five flats — 4,250 pounds — were received.



Cinco de Mayo

Members of the Central Office Employee Association enjoy a Cinco de Mayo Mexican food-luncheon celebration on May 5 at the Central Office.

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.mcintire@arkansas.gov with questions.

EMPLOYEE HANDBOOK

Compensation /Reimbursement Practices — Pages 8 & 9

Tier Plan – Certain classifications have been assigned to a salary tier schedule based on the classification of the unit. Transfers to units of a different tier level will result in an adjustment in the employee’s salary (Increase or Decrease).

Payday – Paydays are scheduled every other Friday. If you lose or do not receive a paycheck, contact your Unit Human Resources Manager.

Direct Deposit – New Employees are required to have their paycheck deposited automatically into their bank or other financial institution account.

Career Recognition Payments – All employees of the Department shall become eligible for annual career service recognition payments upon completion of ten or more years of state service in a regular, full-time position or positions. Payment amounts vary based on years of service and are made on the employee’s anniversary date, which may not be the same as the date of hire. These payments will *only be made if funding is available* as determined by the Chief Fiscal Officer of the State. Listed below are the amounts and years of service.



Years of Service	Annual Payments
10 years through 14 years	\$600.00
15 years through 19 years	\$700.00
20 years through 24 years	\$800.00
25 years or more	\$900.00

*Authority for amount of payments are subject to change by Administrative and Legislative authority

Concurrent Employment – Employees may be allowed to draw salary or compensation from more than one state agency under certain circumstances. Employees may be compensated by another agency for actual expenses. The Chief Fiscal Officer of the state may approve compensation if there is written certification that:

- The work performed for the other agency does not interfere with the proper required performance of the person’s duties in the primary position.
- The combined salary payments from the agencies do not exceed the larger maximum annual salary of the line-item position authorized for either agency from which the employee is being paid.

TRAINING ACADEMY

Training Academy Graduates: Class 2014-E, May 9, 2014



Phillip Allen, Fannie Arrington, Andrea Carter, Clayborne Cosen III, James Duke, Clevonte Evans, Karessa Fletcher, Vanesha Freeman, Carlencya Gage, Dakota Goforth, Deyonta Jones, Brandon McDaniel, Jimmy Rawson, Brandhi Rice, Deandre Robinson, Angela Scull, Khary Simpson, Kierre Smith, Trent Smith, Jasmine Sykes, and Christopher Vallun.



Willis H. Sargent Outstanding Student Achievement Award

The winner of the Willis H. Sargent Outstanding Student Award for Class 2014-E is James Duke. Pictured (in photo at left) are TA Administrator Fred Campbell, Duke, Max Unit Major Maurice Williams, and Capt. Randy Callas.

Phillips welcomed at Texarkana

The Texarkana Regional Correction Center welcomed Captain Lillie Phillips with a pinning by Lt. Robert Morgan and Sgt. Melvin Scoggins with other staff members attending on May 12.



Promotions & New Hires

Promotions

Date	Name	Position	Unit
04/27/14	Marilyn Hale	Food Preparation Supervisor	Hawkins
04/27/14	Aaron Malejko	Sergeant	Ouachita
04/27/14	Ollie Whiteaker	Administrative Specialist III	North Central
05/11/14	Jeffrey Baumgardner	Sergeant	Sergeant
05/11/14	Lola Cantrell	Administrative Review Officer	Admnstrtv Review Officer
05/11/14	Breann Cowgill	Administrative Specialist II	Administrative Specialist II
05/11/14	Christopher Gregory	Sergeant	Sergeant
05/11/14	Johnnie Harris	Sergeant	Sergeant
05/11/14	Cassandra Jones	Administrative Specialist II	Administrative Specialist II
05/11/14	Johnathan Lanes	Sergeant	Sergeant
05/11/14	Crystal Lee	Sergeant	Sergeant
05/11/14	Richard Lee	Lieutenant	Lieutenant
05/11/14	Sherie Luckett	Administrative Specialist II	Administrative Specialist II
05/11/14	Kedeizsha Matthews	Sergeant	Sergeant
05/11/14	Charles Patterson	Sergeant	Sergeant
05/11/14	Lillie Phillips	Captain	Captain
05/11/14	Sterling Rancifer	Computer Support Analyst	Computer Support Analyst
05/11/14	Crystal Runsick	Institution HR Coordinator	Institution HR Coordinator
05/11/14	Patricia Smith	Sergeant	Sergeant
05/11/14	LaQueisha White	Unit Training Supervisor	Unit Training Supervisor
05/19/14	Marilyn Cook	Audit Manager	Central Office

New Hires

Date	Name	Position	Unit
04/28/14	Timothy Wynne	Agriculture Unit Supervisor I	Farm-Tucker
05/07/14	Robyn Hawkins	Administrative Specialist I	Varner
05/19/14	David Farrier	Unit Training Supervisor	Maximum Security
05/19/14	Keith Leathers	Asst Chief Financial Officer	Accounting
05/19/14	Kimble Murphy	Food Preparation Supervisor	Northwest Arkansas

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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