

THE HIDDEN RESOURCE

Individually we stand alone; together we build a better tomorrow...

2010 Annual Report



Not Just Making It Right. Making It Better.

Mission Statement



To provide a meaningful work experience and rehabilitative opportunities for inmates and to provide quality goods and services to tax-supported entities at a savings to the taxpayer.

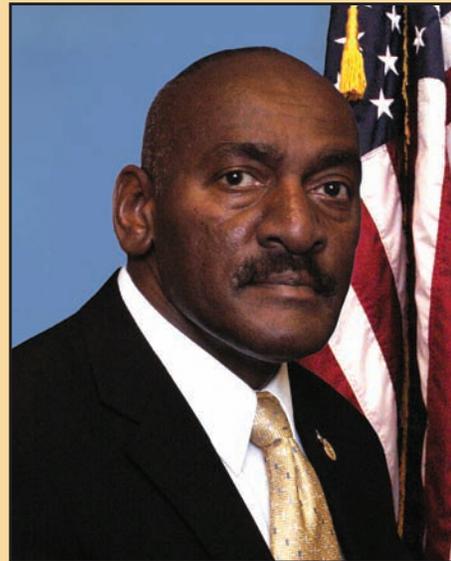
*Support from
the Governor...*



“Through excellent job training programs that teach work ethic and interpersonal skill development, Correction Enterprises works on changing the lives of offenders so that they have a chance to become responsible, law-abiding, tax-paying individuals when they return to our communities. “

Beverly E. Perdue
Beverly Eaves Perdue

*Support from
the Secretary...*



“Correction Enterprises is a premier job training program within the Department of Correction. Everyday, Correction Enterprises works with as many as 2,000 men and women to prepare and equip them to function more successfully while incarcerated and upon return to their communities. Correction Enterprises provides inmates with both soft and hard skill training; such as problem solving, teamwork and quality performance, to which they may never have been exposed prior to incarceration.

Alvin W. Keller, Jr.
Alvin W. Keller, Jr.

LETTER FROM THE DIRECTOR



To the Loyal Stakeholders of Correction Enterprises,

On behalf of the employees of NC Correction Enterprises, I am pleased to present our Annual Report for Fiscal Year 2009/2010. This report entitled “The Hidden Resource” provides an overview of our organization and a summary of the fiscal year’s accomplishments. We have highlighted several significant projects that will continue to help shape our future as we strive to expand work opportunities for inmates.

Correction Enterprises’ sales were lower than projected for FY 09/10. The economic downturn and the state’s budget curtailment continued to negatively affect sales of products across the board. The fiscal year ended with sales of \$82.1 million, down 5.2% from FY 08/09 and 13.6% from FY 07/08. Rigorous cost containment measures continued to be implemented to curtail the impact of reduced revenues.

Despite the downturn, Correction Enterprises is excited about the future. As you will read in this report, several innovative and exciting projects are on the horizon. Correction Enterprises has partnered with Dental Quest Laboratory, Inc. to begin a Dental Lab Technician training program at Pamlico Correctional Institution. A Braille Transcription Program at Scotland Correctional Institution is also ready to begin. This program will provide Braille textbooks to the Department of Public Instruction for use by sight-impaired students across North Carolina. Correction Enterprises is also gearing up to introduce a new, broader offering of contemporary office furniture designed and priced specifically to meet the needs of government agencies.

Correction Enterprises remains committed to our core mission of providing excellent training to inmate workers in vocations that allow them to successfully return to the community through the operation of a quality driven business that is financially self-supporting. The success of this business is credited to our customers, our dedicated and hard working employees, our partners and the leadership of the Department of Correction. Your continued loyalty and support will ensure our future growth, more opportunity for offenders, and safer communities for the State of North Carolina.

Sincerely,

Karen A. Brown



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ADMINISTRATION RALEIGH, NC

DIRECTOR: Karen Brown
OPERATIONS MANAGER: Andy Artola
BUSINESS MANAGER: George Lipscomb
SALES MANAGER: Tony Jones
CUSTOMER SERVICE MANAGER: Gail McLamb
MAINTENANCE MANAGER: William Aldridge
HUMAN RESOURCES MANAGER: Jamie Parker
SAFETY COORDINATOR: Billy Robbins

Administration - Raleigh, NC

Left to right: Chuck Congleton, Carlton Richardson, Karen Brown (Director), William Aldridge, George Lipscomb, Mike Gwyn, Jim Hutchins, Marsha Worthy, Janet Johnson, Steve Kennedy, Pat Parks, Penny Evans, Robert Leon, Debbie Jacobs, Randy Green, Andy Artola, Carolyn Schatz, Mary Piland, Mike Baldwin, Deborah Wheeler, Walter Evans, Pam Hedrick, Gail McLamb, Susan Rogers, Jamie Parker, BP Taylor, Bruce Tart, Stacey Rogers, Matt McGuigan, Tony Jones and Jason Streich.
(Not pictured: Bonnie Boyette, Jerry Carlyle, Angi Swartzendruber, Billy Robbins, Ron Young, Odell Lee, Fred Gilbert, John Reardon, David Brown, Ken Barna, Gary Phillips and Bill Bass.)

“Every day I see the positive impact Correction Enterprises has on state employees and their families, whether they are coming in to order prescription glasses, or purchasing one of our Palletable Creations for a special gift. Correction Enterprises is a special place to work and I am proud to be a part of it.”

-Marsha Worthy
Administration

ADMINISTRATION

GOALS FOR UPCOMING YEAR:

1) Increase Work Opportunities by:

- ✓ Operationalizing Braille Program at Scotland Correctional Institution.
- ✓ Introducing new product of Framing and Matting at Quick Copy facility.
- ✓ Implementation of second shift at Optical Plant.
- ✓ Facilitate the start-up of new Prison Industries Enhancement Certification Program (P.I.E.C.P.) at Pamlico Correctional Institution. Program will manufacture Dental Prosthetics through Dental Quest Laboratory, Inc.

2) Increase Quality of Product through:

- ✓ Construction of new boiler plant at Umstead Laundry.
- ✓ Introducing broader offering of contemporary Office Furniture.

3) Increase revenue through:

- ✓ Expanded E-mail marketing campaign.
- ✓ New market penetration with a focus on K-12 and higher education.
- ✓ Continued cost-containment measures.

Farm Operation

Front row: Diane Dickens, Phillip Sykes (Plant Manager), Scott West and Dean Williams. **Second row:** David Myers and David Inscoe. **Third row:** Robert Ayers, Dwight Blowe, Leslie Smith and Robert Cooke. **Fourth row:** Alton Brown, William Johnson and John Medford, Sr.



FARM OPERATION

The Caledonia Farm operation has supplied fresh eggs to Division of Prison (DOP) Facilities for years. Recently, DOP made the decision to replace fresh eggs with frozen eggs for most menu requirements. Frozen eggs are a more stable product, safer and easier to process. This decision has created the opportunity for NCCE to convert a fresh egg layer operation into a frozen egg production. Fresh eggs will be processed; frozen at the Caledonia Farm, then distributed to DOP facilities. NCCE is currently working with industry experts at NC State University to determine the most efficient, cost-effective strategy to make this conversion a reality.

The Cannery has added products that previously had to be purchased from outside vendors, providing additional savings to the taxpayers as well as enhancing the training provided to inmates.

FARM - TILLERY, NC

INDUSTRY DIRECTOR: Andy Artola
MANAGER: Phillip Sykes
ASST. MANAGER: Dwight Blowe
INMATES WORKING: 165

PRODUCTS PRODUCED: Daylillies, trees, various vegetables and eggs.

SIGNIFICANT PROJECTS: Completed construction of Waterfowl Enhancement area.

EMPLOYEE ACCOMPLISHMENTS: David Inscoe was awarded Workplace Improvement Award of the Year.



Produce Warehouse

Left to right: Larry Sorie (Plant Manager), Gordon Reid, Sharon Vincent, Dennis Coker and Nick Ellis.

PRODUCE WAREHOUSE TILLERY, NC

INDUSTRY DIRECTOR: Andy Artola
MANAGER: Larry Sorie
INMATES WORKING: 15

PRODUCTS PRODUCED: Process fresh vegetables from the farm Operation.

CANNERY - TILLERY, NC

INDUSTRY DIRECTOR: Andy Artola
MANAGER: Chris Barnhill
ASST. MANAGER: Jeff Lassiter
INMATES WORKING: 77

PRODUCTS PRODUCED: Canned vegetables, juices, drink bases and a variety of canned beans.



Cannery

Left to right: Cecil Moone, Joyce Wrenn, John Ruyman, Jeff Lassiter, Terry Barham and Charles Jones. **(Not pictured:** Allen Spence and Chris Barnhill (Plant Manager).

“Learning a new job and skill offers many inmates a sense of usefulness. This is their chance to never return once they are released. Another plus, is that we are producing quality products for the state. I am amazed when I see what can be accomplished.”

- Sharon Vincent, Farm Operation



Janitorial Plant

Left to right: Itena Lynch, Wayne Brooks, Butch Ayscue, Larry Watson, Richard Morgan, Carr Atkinson, Charles Faires, Forrest Fesperman (Plant Manager), Cheryl Ryder, Gene Carter, Edward Dickerson, Bobby Dale, Don Rowell and Vince Ramsay.

**JANITORIAL PLANT
NORLINA, NC**

INDUSTRY DIRECTOR: Bhupendra Tailor
MANAGER: Forrest Fesperman
ASST. MANAGER: Charles Faires
INMATES WORKING: 60

PRODUCTS PRODUCED: Cleaners, sanitizers, disinfectants, laundry detergent and bar soap.

SIGNIFICANT PROJECT IN 2010: Installation of chemical dispensers into prisons in compliance with ACA standards.

FUTURE PLANS: Adding laundry chemical pumps at specific correctional facilities. Reformulation of hand soap so it can be used with a liquid or foaming dispenser.

JANITORIAL PRODUCTS PLANT

Business for this operation has remained relatively steady even during the economic downturn, based primarily on the product line. There is demand for cleaning and other janitorial supplies regardless of the economy. Product development and implementation are ongoing at this plant, with the recent release of a foaming hand sanitizer complete with dispenser.

PAINT PLANT

Paint sales were down approximately 40% over the same period in 2008/2009 Fiscal Year due primarily to decreased funding to Department of Transportation, who is the sole customer for traffic paints, the Paint Plant's primary product. There are indications that additional maintenance project funding is forthcoming to Department of Transportation which should create increased demand in 2010. With the availability of a full line of architectural coatings also manufactured in this facility, sales are projected to rebound this fiscal year.

**PAINT PLANT
SMITHFIELD, NC**

INDUSTRY DIRECTOR: Bhupendra Tailor
MANAGER: Steve Jacobson
ASST. MANAGER: Tony Radford
INMATES WORKING: 38

PRODUCTS PRODUCED: Highway paint, architectural paint, trashliners and rain barrels.



Paint Plant

From the left: John Westbrook, Ronnie Olive, Steve Jacobson (Plant Manager), Don Capps, Bruce Adams, Jay Whitley, Jimmy Dean, Dinesh Tailor and Tony Radford.

SPECIAL PROJECTS

Creative ideas. Quality driven. On time.

DENTAL LABS

North Carolina Correction Enterprises was certified as a Prison Industry Enhancement (P.I.E.) Program administrator for North Carolina by the Federal Bureau of Justice Assistance and has been a P.I.E. business partner since 1993. P.I.E. programs allow Correction Enterprises to partner with private industry to train inmates in marketable skills while paying prevailing wages and producing a product for sale to the private sector. Our newest P.I.E. venture will partner with Dental Quest Laboratory, Inc. and will provide inmates the opportunity to be trained as Dental Laboratory Technicians. Through this program, inmates will obtain the skills required to produce high quality dental crowns, partials and full removable dentures. The program will be located at the Pamlico Correctional Institution, a medium custody facility located in Bayboro, North Carolina.

Pamlico Community College will be providing instruction to 20 inmates in subjects that are the primary educational foundation for dental technology training. Once the educational portion is completed, inmates will go to work for Dental Quest while still incarcerated. This will allow inmates to hone their skills while obtaining additional on-the-job training. While employed with Dental Quest, they will be making
(continue on page 9)



Correction Enterprises recycled the metal from old Sewing Plant tables and the Woodworking Plant created new Dental Lab surfaces with the recycled material.



Dental Labs continued

prevailing wages, contributing to the Crime Victims Compensation Fund, paying taxes, room and board costs, and any debts such as restitution that they may have incurred as a result of their crime.

The Administrator and staff at the Pamlico Correctional Institution have established a reputation for striving to prepare inmates for a successful, law-abiding reentry back into the community. Recent Department of Labor statistics indicate that employment demand for Dental Laboratory Technicians will maintain a faster than average rate of growth (14% - 19%). This program will give offenders who participate an opportunity to obtain stable, well paying employment upon release, increasing their chance for a successful transition back to their communities, and decreasing the likelihood of reincarceration.

BRaille TRANSCRIPTION

Working in conjunction with the Governor Morehead School for the Blind, the Division of Public Instruction and North Carolina Central University, NCCE will soon be performing transcription services to produce braille textbooks for sight-impaired students in North Carolina. This operation will be located at Scotland Correctional Institution and will employ approximately 25 inmates and 2 staff in the transcription and textbook production areas.

Actual production of braille transcription services are expected to start during the fourth quarter of 2010. Plant up-fit is in process of completion with equipment and furnishings on order. Correction Enterprises will work closely with the North Carolina Department of Public Instruction to fill transcription and textbook production orders for students throughout the state.

The value of this program is in the availability of braille transcription jobs for trained offenders upon their release from incarceration. Ex-offenders can work out of their home on contract or on-site for a braille production company. This program can accept any type of offender, including sex-offenders since there are home-based job opportunities. The annual salary range for full-time, certified transcribers begins at \$18,000 and goes as high as \$50,000 plus benefits.

REUPHOLSTERY PLANT SALISBURY, NC

INDUSTRY DIRECTOR: Mike Baldwin
MANAGER: David Livengood
INMATES WORKING: 45

PRODUCTS PRODUCED: Reupholstery
of all types of furniture, mattress,
pillows and shower curtains.

INMATE ACCOMPLISHMENTS:
One inmate graduated from the
Department of Labor Apprenticeship
Program.

UPHOLSTERY PLANT TAYLORSVILLE, NC

INDUSTRY DIRECTOR: Mike Baldwin
MANAGER: Ron Sherrill
ASST. MANAGER: Larry Morrison
INMATES WORKING: 36

PRODUCTS PRODUCED:
Several types of office seating.

FUTURE PLANS: Exploring the
possibility of adding a new line of
office seating.



Upholstery Plant

Left to right - Paul David Poole, Ron Sherrill (Plant Manager), Brent Milsaps, Larry Morrison and Michael Mitchell.

UPHOLSTERY PLANT

The Upholstery operation suffered significant shortage of orders for new chairs as a result of the budgetary reductions and constraints. Additionally, many suppliers of raw materials for this plant did not survive the economic downturn and unfortunately went out of business. Needless to say, this created additional setbacks in addition to a decrease in orders. These factors have forced Correction Enterprises to discontinue offering five different office chairs and search for alternative vendors to supply raw materials.

REUPHOLSTERY PLANT

The Reupholstery Plant has remained busier than usual during the fiscal period. In addition to increases in reupholstery orders, directly attributable to the fact that new office seating purchases have been significantly restricted, this plant continues to manufacture mattresses and pillows for the Division of Prisons. Due to expansions and increases in the inmate population, demand for mattresses and pillows has increased. This plant manufactured large scale reupholstery orders for several universities and community colleges.

“I am glad to be able to give back to Correction Enterprises in a field that I have worked in most of my life - furniture upholstery. Hopefully an inmate will learn a trade; keeping them out of prison once they are released. Also, having good co-workers makes coming to work enjoyable.”

- William Parker
Reupholstery Plant



Reupholstery Plant

David Livengood (Plant Manager) and William Parker.

METAL PLANT

The Metal Plant, started in 1994 at Brown Creek Correctional Institution, held steady during the 2009/2010 fiscal year. New products and services were offered due to the implementation of a plasma cutter in 2007. This machine is precise in cutting intricate designs out of metal.

The new product base consisted of services such as engraving and the creation of a fire pit design. Also a large project this year for North Carolina Central University created a \$425,995 sale for the Metal Plant. Pearson Hall Cafeteria was outfitted with new exhaust hoods, multi-compartment sinks, work tables and counters, shelving unit, mobile racks and dish dollies.

The plant employees participated in an Annual Foodservice Show, showcasing their existing and new products available. Many agencies involved in food preparation attended this event and were able to place orders at the show. The plant stayed consistent with 25% of their sales to the Division of Prison and 75% to other tax supported entities.



Metal Plant
First row: Charles Cummings, Edith Covington, Clayton Wright (Plant Manger) and Mike Horne. **Second row:** Scott Ingram, Bob Napier, Brian Johnson and Nick Nicholson.

WOODWORKING PLANT

The Woodworking Plant was significantly impacted by the economy. Budgetary reductions resulted in the cancellation or delay of new construction and renovation projects of science and technology buildings at numerous universities and community colleges statewide. Additionally, the budget constraints resulted in the delay of new office furniture purchases by state agencies, causing the furniture operations to suffer significant downtime. The Woodworking Plant made use of the downtime to do more in-depth training of the inmates on the production equipment and experiment with different furniture manufacturing techniques.

As a result, a new line of products was developed called, "Palletable Creations." Rather than using expensive raw materials for the experiments and new technique training, the Woodworking Plant obtained old pallets from other Correction Enterprises locations to use instead. This initiative ended up reducing the amount of trash going to the landfill, and since most of the pallets were made of oak, the finished products are of first quality. Some of the items produced and available for sale to state employees include trains, planes, piano seats, coffee and occasional tables, toy chests and work tables. All of these products are unique, one of a kind creations.



METAL PLANT POLKTON, NC

INDUSTRY DIRECTOR: Mike Baldwin
MANAGER: Clayton Wright
ASST. MANAGER: Bob Napier
INMATES WORKING: 71

PRODUCTS PRODUCED: Kitchen equipment & prison furnishings.

SIGNIFICANT PROJECT IN 2010: Prison Double Bunk Project and creation/design of a Fire Pit Grill.

EMPLOYEE ACCOMPLISHMENTS: Clayton Wright was awarded the 2009 Excellent Customer Service Award.

WOODWORKING PLANT TAYLORSVILLE, NC

INDUSTRY DIRECTOR: Mike Baldwin
MANAGER: Tass Jansen
ASST. MANAGER: Kevin Smith
INMATES WORKING: 60

PRODUCTS PRODUCED: Science labs and custom workstations

SIGNIFICANT PROJECT IN 2010: Dept. of Agriculture Lab with Biological Safety Cabinet.

NEW EQUIPMENT: Scroll saw for the production in new design of the U and L shaped workstations.

Woodworking Plant

First row: Kevin Smith and Ernie Harrington.
Second row: Rick Hobbs, Robert Huffman, Phillip Hoover, Victoria Newsome, Tass Jansen (Plant Manager), Tony Whisnant and Darren Adams.

SCOTLAND SEWING PLANT LAURINBURG, NC

INDUSTRY DIRECTOR: Bhupendra Tailor
MANAGER: Mike Jenkins
ASST. MANAGER: Sharon Jones
INMATES WORKING: 126

PRODUCTS PRODUCED: T-shirts, boxer shorts, thermal tops & bottoms, sheets and pillowcases.

EMPLOYEE ACCOMPLISHMENTS:
Jacqueline Gordon was awarded the 2009 Inmate Improvement Award.



Sewing Plant - Laurinburg, NC

First Row: Carolyn Chavis, Linda Davidson and Jacqueline Gordon, **Second Row:** Barnard Murray, Sharon Jones, Mike Jenkins (Plant Manager), Jerry McLamb and Kathy Bullock.

PENDER SEWING PLANT BURGAW, NC

INDUSTRY DIRECTOR: Bhupendra Tailor
MANAGER: Wilter Drew
ASST. MANAGER: Frank Walker
INMATES WORKING: 93

PRODUCTS PRODUCED: Officer pants, windbreakers, cargo pants, cook coats, lab coats and ferry service pants.

NEW EQUIPMENT IN 2010: Updated Pocket Press with new screens to improve the press and allow for easier sewing.



Sewing Plant - Burgaw, NC

First row: Dale Shuemaker, Wilter Drew (Plant Manager), Ethel Johnson, Deborah Tinsley and Carolyn Freeman; **Second row:** Linda Wright, Albertino Valente, Blanche King and Victoria Tucker.

COLUMBUS SEWING PLANT WHITEVILLE, NC

INDUSTRY DIRECTOR: Bhupendra Tailor
MANAGER: Jennie Tedder
ASST. MANAGER: Wanda Todd
INMATES WORKING: 95

PRODUCTS PRODUCED: Officer shirts (navy & white), golf shirts, eyeglass cases, robes and vinyl aprons.

SIGNIFICANT PROJECT IN 2010:
Combined efforts with Pender Sewing Plant to create the digital camouflaged shirt for the Division of Prisons.



Sewing Plant - Whiteville, NC

Left to right - Cecil Norris, Pamela Ward, Brenda Thompson, Elizabeth Green, Jennie Tedder (Plant Manager), Sharon Formyduval, Wanda Todd and Sherry Sibbett.

SEWING OPERATIONS

This industry is driven by Division of Prisons clothing purchases. Due to the economic downturn and subsequent budget restraints, sales for the year were down approximately 15% from the same period last year. During the first half of the year, the plants were manufacturing per order. The decrease in Division of Prison orders during the second half of the year allowed the plants to gain better control over raw materials and to build inventory, which will allow Correction Enterprises to fill pent-up demand in a timely manner when orders are eventually released. Overall, sales were about the same as 2008/09, with an expected significant increase for 2010/2011 fiscal year.

“Correction Enterprises to me means working with an organization which has set themselves to reach high goals, to establish and build together team workers who have the same desires no matter what the projects entails.”

- Carolyn L. Freeman
Pender Sewing Plant



Sewing Plant - Marion, NC
First Row - Pamela Richards, Teresa Adkins, Cathy Patton, Brenda Beam and Marquita Garland. **Second Row** - Wayne Norman, Steve Williams (Plant Manager), Joe Ledford and John Burnett.

MARION SEWING PLANT MARION, NC

INDUSTRY DIRECTOR: Bhupendra Tailor
MANAGER: Steve Williams
ASST. MANAGER: John Burnett
INMATES WORKING: 122

PRODUCTS PRODUCED: Light weight and winter coats, healthcare scrubs, coveralls and housekeeping uniforms.

EMPLOYEE ACCOMPLISHMENTS: The sewing plant co-sponsored the first State Employee Combined Campaign carnival at Marion Correctional Institution.

PASQUOTANK SEWING PLANT ELIZABETH CITY, NC

INDUSTRY DIRECTOR: Bhupendra Tailor
MANAGER: Mike McIntyre
INMATES WORKING: 30

PRODUCTS PRODUCED: Safety vests and embroidery.

SIGNIFICANT PROJECT IN 2010: The embroidery of Office of Staff Development and Training shirts and caps.



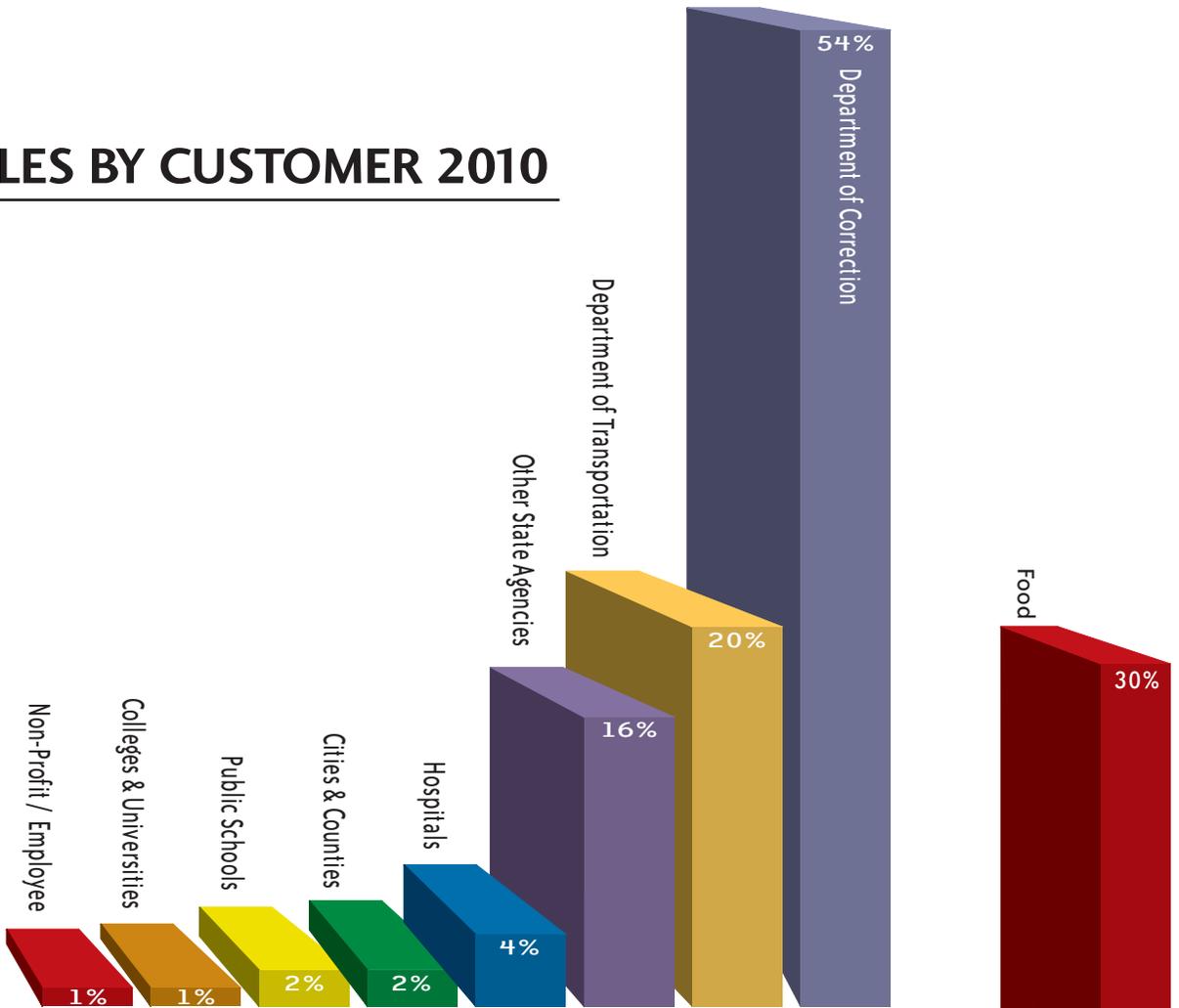
Specialty Sewing Plant - Elizabeth City, NC
Left to right - Mike McIntyre (Plant Manager), Bobbie Symuleski, Veronica Darden and Bob Kaldahl.

“Correction Enterprises means an opportunity to reform, inspire and develop core values, work ethics and pride by encouraging quality in individuals, work environment and finished products for the betterment of the State of North Carolina.”

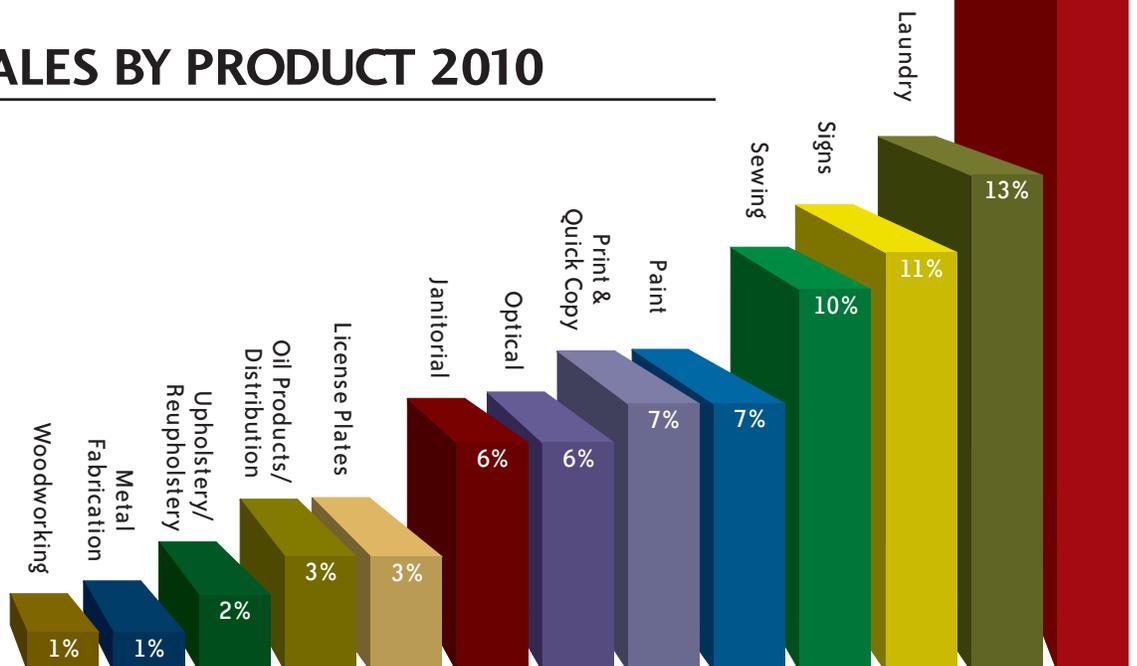
- Linda Davidson
Scotland Sewing Plant

2010 SALES

SALES BY CUSTOMER 2010



SALES BY PRODUCT 2010



OUR FINANCIALS

BALANCE SHEET

For Fiscal Year Ended June 30, 2010

Current Assets	
Cash	\$12,988,919
Accounts Receivable	5,463,852
Less Allowance for Bad Debt	-
Raw Material Inventories	11,249,662
FG Inventories	8,263,238
Investment	-
Total Current Assets	\$37,965,671
Fixed Assets	
Plant and Equipment	\$90,212,262
Less Accumulated Depreciation	(45,589,360)
Net Plant and Equipment	\$44,622,902
Other Assets	
Construction in Progress	\$203,106
TOTAL ASSETS	<u>\$82,791,679</u>
LIABILITIES AND FUND EQUITY	
Current Liabilities	
Accounts Payable	\$3,253,016
Accrued Payroll	17,376
Sales Tax Payable	-
Due to Other Funds	204,990
Deferred Revenue	55,769
Total Current Liabilities	\$3,531,151
Long Term Liabilities	
Compensated Absences	\$2,025,058
TOTAL LIABILITIES	<u>\$5,556,209</u>
Fund Equity	
Contributed Capital	\$20,313,000
Retained Earnings	56,922,469
TOTAL LIABILITIES & FUND EQUITY	<u>\$82,791,679</u>

STATEMENT OF INCOME

For the Fiscal Year July 1, 2009 to June 30, 2010

OPERATING REVENUES	
Sales*	\$81,720,726
Miscellaneous Revenue	394,141
Total Operating Revenues	82,114,867
Cost of Sales	67,413,164
Gross Margin	\$14,701,703
OPERATING EXPENSES	
Selling and Administrative Expenses	5,946,467
Depreciation Expenses	3,625,931
Bad Debt	-
Total Operating Expenses	<u>\$9,572,397</u>
OPERATING INCOME	\$5,129,306
OPERATING TRANSFERS	
Transfers Out	2,905,594
Inmate Labor	3,332,305
Total Transfer to Other Funds	<u>\$6,237,899</u>
NET INCOME (Loss)	<u>(\$1,108,593)</u>

*Includes \$1,957,404 of Correction Enterprises Internal Sales.

SIGN RECLAIMING PLANT CARTHAGE, NC

INDUSTRY DIRECTOR: Chuck Congleton
MANAGER: Don Elam
ASST. MANAGER: David Smith
INMATES WORKING: 15

PRODUCTS PRODUCED: Recycle DOT highway signs using a hydrostripper. Shred motor vehicle license tags and return to DMV for recycling.

FUTURE PLANS: Expand the recycling efforts to include more products.



Sign Reclaiming Plant

David Smith and Don Elam (Plant Manager)

SIGN RECLAIMING PLANT

The Sign Reclaiming operation opened in 1998 as a test plant for recycling highway signs. This process removes existing sheeting and adhesive from used highway signs, and prepares them to be reused by the Department of Transportation and other signage customers.

The reclamation process begins with the use of a hydrostripper machine. This machine utilizes approximately 38,000 pounds of water pressure to strip all old sheeting and adhesives from used signs without damaging the chromate conversion coating that protects the raw aluminum. Once the process is completed, the “new” old sign is ready to be re-sheeted and begin life as a new sign. The Sign Reclaiming Plant reprocessed and recycled approximately 450,000 lbs of old signage in 2009.

SIGN PLANT - BUNN, NC

INDUSTRY DIRECTOR: Chuck Congleton
MANAGER: Danny Stanley
ASST. MANAGER: Tommy May
INMATES WORKING: 205

PRODUCTS PRODUCED: Highway traffic signs, engraved plastics and street blades.

PLANT IMPROVEMENTS: Enhanced recycling efforts by sending wood pallets to the Woodworking plant.



SIGN PLANT

Orders for the Sign Plant were directly impacted by reductions in budgetary spending. Work was sporadic during the first half of the fiscal year because of the reduction in highway construction projects and decreases in sign replacement. A few larger orders – such as one from the City of Charlotte – helped keep the plant busy during the downturn. The last quarter of the fiscal year was much better, and, in fact, required overtime and weekend work to meet production schedules and delivery dates.

Sign Plant

First row: Julia Joyner, Tommy May, Jeff Murray, Dale Tharrington, Kevin Stevenson, and Carolyn Hanson. **Second row:** Danny Stanley (Plant Manager), Danny Jobe, Al Wilson, Daniel Newsome, Kevin Murphy, Clarence Medlin, Billy Abbott and Lee Blackman. **Third row:** Al Hare, Joel Leggett, Stuart Robbins, Pete Thornton, Mike Phillips, Kenny Privette, Heath Cash and Glenn Leonard. **Fourth row:** Scott Smith, Keith Clarke, Randy O'Neal, Danny Pearce, Graham Arnold, Keith Toler, Chris Carter and Johnny McLamb. (**Not pictured:** Anita Strickland)



License Tag Plant

Left to right: Laura St. Amant, Jimmy Evans, Tracey Goodwin, Joline Daniels, Keith Atkinson and Donnie White.

**LICENSE TAG PLANT
RALEIGH, NC**

INDUSTRY DIRECTOR: Chuck Congleton
MANAGER: Vacant
ASST. MANAGER: Jimmy Evans
INMATES WORKING: 61

PRODUCTS PRODUCED: License tags for DMV, city and fire tags for municipalities.

NEW EQUIPMENT: Embossers and flat plate printer.

“To me, Correction Enterprises means a commitment to excellence.”

- Keith Atkinson, License Tag Plant

LICENSE TAG PLANT

Since its primary mission is to make N.C. license plates, business at the Tag Plant remained steady during the downturn. While there was some reduction in DMV orders based on budgetary constraints, the plant remained busy filling orders for specialty plates (fire department, rescue squads, town tags, etc). The plant has a new, large digital printer that further expands the capacity and capabilities of this plant to produce special tags with intricate artwork. This printer eliminates the silk-screening process and allows the plant to react quickly to changing specifications and special orders.



Optical Plant

First row: Carla Bell, Patricia Flowers, Malisa Heck and Patricia Collier *Second row:* Phil Driver (Plant Manager), Karen Hobbs, Freddy Williford, Steve Dement, Larry Bobbitt, James Richardson and Tony Hendricks.

OPTICAL PLANT

One of the steadiest NCCE operations, the Optical Plant ended FY 09/10 8% ahead of Business Plan projections, based primarily on Medicaid eyeglass orders, the largest customer base for this plant. The addition of market share afforded by sales to state employees and NC HealthChoice help to increase sales and surpass projections.

Plans are to add a second shift at this plant to keep pace with increased orders. This, coupled with constant refreshing of frame offerings, should mean continued success for this already busy operation.

**OPTICAL PLANT
NASHVILLE, NC**

INDUSTRY DIRECTOR: Robert Leon
MANAGER: Phil Driver
ASST. MANAGER: Tony Hendricks
INMATES WORKING: 65

PRODUCTS PRODUCED: Eyeglasses for Medicaid, Services for the Blind, Vocational Rehab and safety glasses for State Employees.

PLANT IMPROVEMENT: Addition of lens edgers and a generator due to production demands and 2nd shift being considered.

QUICK-COPY PLANT RALEIGH, NC

INDUSTRY DIRECTOR: Robert Leon
MANAGER: Mary Helen Bullard
ASST. MANAGER: Beverly Sanders
INMATES WORKING: 47

PRODUCTS PRODUCED: Printed material such as posters, brochures, booklets, etc. Laminating and mounting posters to foam board.

NEW EQUIPMENT IN 2010: Purchased a new digital envelope press.

PLANT IMPROVEMENT: Plans to start a matting and framing operation.



Quick-Copy Plant

Front Row: Eric Malave, David Butterworth, Wade Fuller and Kenneth Johnson. **Back Row:** Beverly Sanders, Randy Finch, Larry Moore, Paul Cooley, Gayla Smith, Steven Gold, Mary Helen Bullard (Plant Manager) and Judy Rebold.

QUICK COPY PLANT

Quick Copy is one of the NCCE operations whose business has been significantly impacted by the economic downturn. During the six-month period ending December 31, 2009, this plant was at 63% of Business Plan projections.

Moving forward in anticipation of better economic conditions, this plant has replaced aging black and white copying equipment and is expanding services to include variable printing, office signage and digital four-color process envelope printing. Additionally, the Quick Copy operation is adding a new framing and matting service, expected to be operational by late summer 2010.

PRINT PLANT - NASHVILLE, NC

INDUSTRY DIRECTOR: Robert Leon
MANAGER: Phil Rowe
ASST. MANAGER: Joe Jones
INMATES WORKING: 109

PRODUCTS PRODUCED: Printed material such as brochures, books, letterheads, etc using offset printing methods.

FUTURE PLANS: Working to complete the ACA requirements and have a sales goal for over \$5 million we hope to achieve with our multicolor press.

“As an employee with Correction Enterprises, I can see the pride the inmates take in the work they produce. I can see their confidence building and their self-worth shining through when they see a completed printed piece in which they had a big role in producing.”

-Eric Pearson - Print Plant

PRINT PLANT

The NCCE Print operation has remained busy, given the budget constraints that have been in effect since May of 2009. For the six-month period ending December 31, 2009, this plant was at 90% of the Business Plan projections. Planned improvements for 2010 include further expansion of the capabilities offered by the five-color 40-inch Heidelberg Printing Press. This machine is being permanently utilized on two shifts, and has required the hiring of an additional supervisor. While single and two-color job orders have decreased, the Heidelberg five-color printing press gives NCCE the opportunity to accept more difficult and profitable orders.



Print Plant

Front Row: Julie Williams, Desa Brantley, Brenda Patterson, Jerry Bunn, Joe Jones, Charles Satterwhite, William Saunders, Chris Bevill, Mike Winstead and Johnny Hendricks. **Back Row:** Eric Pearson, Montie Holdford, Lee Pelletier, Hoyt Craft, Bobby Hocutt, David McCracken, Phil Rowe (Plant Manager), Richard Turner, T. Willie Brown, Al Thomas and Neil Rosato.

ENVIRONMENTAL AWARENESS

Environmentally, we strive to do our part.

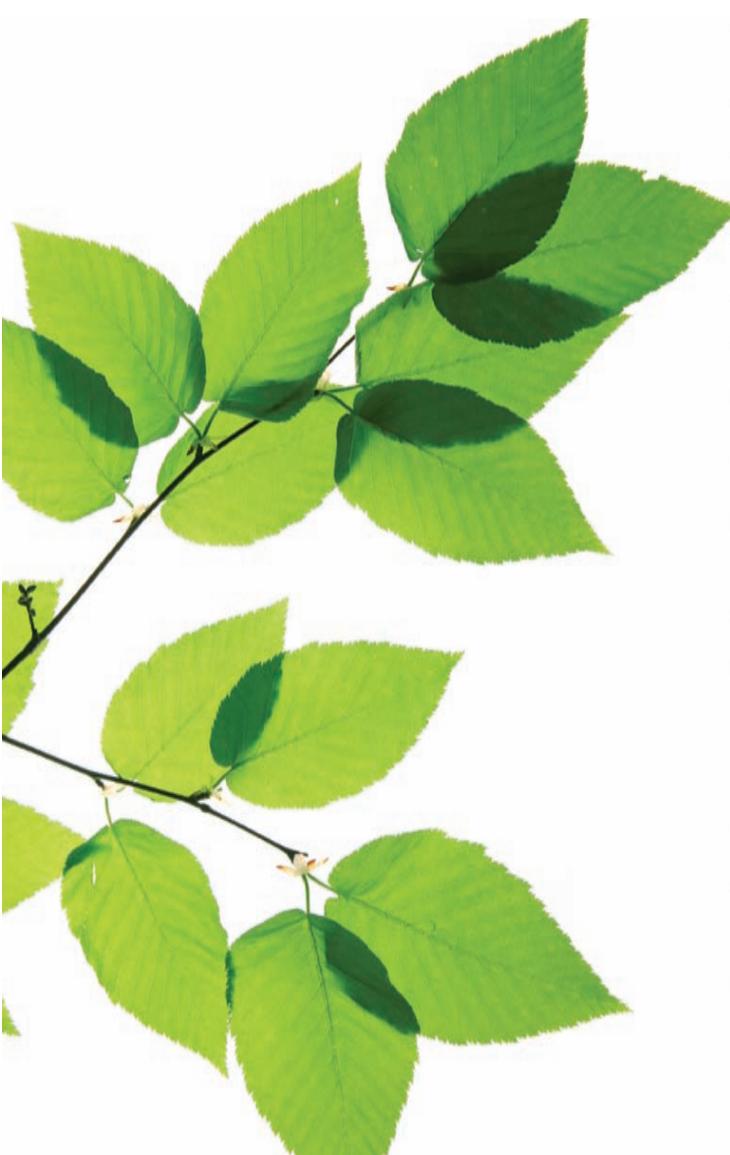
Correction Enterprises takes its environmental responsibilities as seriously as our responsibility to maintain a safe, secure facility. Recent focus has been placed on “greening” our finished products as well as reducing our carbon footprint through improvements in energy, efficiency and emphasis on conservation.

“North Carolina Correction Enterprises (NCCE), as a general statement, is ‘Going Green’ for two reasons,” says Andy Artola, Assistant Director of NCCE. “We want to be good stewards of the environment and as a state agency we are obligated to take these steps. Our customers are demanding products that are either ‘green’ themselves or are made in a ‘green’ environment.”

Correction Enterprises makes a concerted effort to stay on top of all “green” innovations that affect the raw materials that go into our products as well as changes to our facilities that may yield improvements in energy efficiency or waste containment. These efforts are especially apparent in our Janitorial and Furniture products.

The Janitorial Plant took 18 of its approximately 20 products that were categorized as a hazardous rating of 2 or 3 and reformulated the chemicals to make safer, greener products. The reformulations gave the products a 0 or 1 non-hazardous rating. Currently the Janitorial Plant produces three products that qualify for a “green” rating.

The Woodworking Plant has changed all of its solvent finishes and glue to a water based material. Non-toxic screws have also been incorporated. Its plywood, lumber and hardwood banding material is





Green Efforts Continued

FSC Certified. FSC or Forest Stewardship Council, is a non-profit organization that sets standards to ensure that forestry is practiced in an environmentally responsible and socially beneficial manner. Further, the plant recycles pallets obtained from the sign plant by building pieces of furniture, labeled as “palletable creations.”

Because the Meat Plant produces hundreds of thousands of pounds of meat products per month, scrap accumulates. This scrap is gathered and sold to a grease waste company to be used in manufacturing of cosmetic products. The grease waste facility is a virtual walk-in freezer. It uses state of the art, environmentally friendly coolants which are also recycled. A significant amount of cardboard is also recycled at the Meat Plant. Changing the way the weekend product is queued has contributed significantly to energy conservation at the plant. The new process eliminates the need for the refrigerated trailers to be operated over the weekend.

Both the Print Plant and Quick Copy Center have taken steps to do their part to contribute to the “greening” of NCCE. The Print Plant has completely changed to chemical-free cleaners and vegetable-based inks. The Quick Copy Center uses environmentally safe dry ink toners in its high speed copiers. They recycle paper, cardboard boxes and plastic containers.

At the Cannery, a lot of vegetable matter waste is generated. Now all this material is used as compost for the Farm Operation. Compost is “dinner” for the soil. Just as people need food for energy, so does soil. Frequent planting uses up the nutrients in the soil that plants need to grow well, and the soil becomes hard and airless. The best way to enrich and nourish soil is to add compost. When plants die, their nutrients go back into the soil to feed other plants. Making compost accelerates this process, resulting in soil rich with nutrients. The Cannery also recycles incoming packaging materials such as barrels, cardboard, pallets and unused cans. The windows in the processing part of the building have been replaced with more energy efficient windows. The Fresh Produce facility uses and recycles coolants in its chilling process. On the farm, all scrap poultry, vegetable and fertilizer materials are collected for compost. Boxes, pallets and other packaging materials are recycled. Pesticide containers are recycled to protect the environment from residue.

To preserve and to protect is what going “green” is all about, and Correction Enterprises is committed to finding ways to help protect the environment. From the manufacturing process through the final delivery, NCCE works to make our products friendlier to the environment while utilizing practices that recycle, reuse and reduce waste wherever feasible.



Meat Processing Plant

Left to right - Glenn McLamb, Susan Powers, Don Adams (Plant Manager), Jo Ann Hobbs, Jimmy Beasley, Jerry Roberts, Ed DeRermer, Darryl Eller, Donald Hockaday, and Wayne Sasser. (Not pictured: Luther Farrow, Lischer Glover, Johnny Strickland, David Hicks, Charles Woods and Willie Murray.)

MEAT PROCESSING PLANT

Food Industry operations (Farm, Cannery and Meat Plants) sales are up approximately 17% over the same period last fiscal year and will continue to grow in direct correlation to the inmate population. Each of the food operations is constantly working on the development of new products and enhancing existing products to meet the changing dietary needs of a diverse inmate population.

The Meat Processing Plant continues to develop products that offer cost savings to the customer. Specifically, efforts to enhance the patty products have given DOP a cost advantage and enhanced sales volume.

**MEAT PROCESSING PLANT
LILLINGTON, NC**

INDUSTRY DIRECTOR: Andy Artola
MANAGER: Don Adams
ASST. MANAGER: Wayne Sasser
INMATES WORKING: 86

PRODUCTS PRODUCED: Portion controlled meat items used within DOP foodservice.

SIGNIFICANT PROJECT: Working with DOC Food Service Department to help reduce food costs but stay within the Food Service guidelines and specifications.

“I enjoy the people I work with. I feel appreciated and value what I contribute to Correction Enterprises.”

*- Donald Hockaday
Meat Processing Plant*

WAREHOUSE DISTRIBUTION

An integral part of Correction Enterprises is the Package and Distribution Center, otherwise known as the “Apex Warehouse.” In addition to providing logistical distribution of Correction Enterprises products statewide, this cost center also distributes oil products, handles delivery of textbooks for Department of Public Instruction and provides relocation (moving) services utilizing inmate labor. Oil product sales have been somewhat lower than normal this year, due to implementation of recommended longer intervals between oil changes in state vehicles.

**WAREHOUSE DISTRIBUTION
APEX, NC**

INDUSTRY DIRECTOR: Robert Leon
MANAGER: Stephen Stewart
ASST. MANAGER: Kenny Perkins
INMATES WORKING: 18

PRODUCTS PRODUCED: Warehouse, packaging, & distribution. Moving services.

SIGNIFICANT PROJECT: All paint beads for highway paint are being delivered by warehouse. Also created a disposal system for all plants that need to dispose pallets.



Warehouse Distribution

Left to right - Kenny Perkins, Bo Bojstrup, Marlin Salazar, David Crowder, Inez Woodleif, J. Medlin, Patti Joyner, Charles Whitehead, Nancy Ausley, David Hatcher, Jim Koster and Chris Carter. (Not pictured: Stephen Stewart (Plant Manager), Paul Hill, Wilbur Graham, Donald Briggs, Aubrey Holmes, Joel Daniel, Donnie Moore and Bruce Ferrell).



Laundry Plant - Asheville, NC

First row: Darrell Hanson, J.E. Sluder (Plant Manager), Randall Cole and Tom Franklin. **Second row:** Lynn Lackey, John Edwards, Michael Greene and Travis Plemmons.

**LAUNDRY PLANT
ASHEVILLE, NC**

INDUSTRY DIRECTOR: Ron Young
MANAGER: J.E. Sluder
ASST. MANAGER: Randall Cole
INMATES WORKING: 56

PRODUCTS PRODUCED: Laundry Services.

PLANT IMPROVEMENTS: New surveillance upgrades installed.



Laundry Plant - Butner, NC

First row: Glenn Daniels, Toni Clayton, Melody Fowler. **Second row:** Rick Love, Claude Wrenn, Stephen Capps. **Last row:** Kenneth Green (Plant Manager).

**LAUNDRY PLANT
BUTNER, NC**

INDUSTRY DIRECTOR: Ron Young
MANAGER: Kenneth Green
INMATES WORKING: 53

PRODUCTS PRODUCED: Laundry Services.

FUTURE PLANS: Install new boiler room, upgrade electrical and new steam pipes.

LAUNDRY OPERATIONS

Laundry operations are essential services for the Division of Prisons. As an essential service, the seven laundry operations located throughout NC have not been directly impacted by the economic downturn. In fact, due to increases in the inmate population, ACA accreditation, and prison expansions, this industry has actually experienced an increase in business. The laundries operate in seven locations, and several of the facilities are scheduled for renovations and new or replacement equipment. An example is the new pajama, gown and towel folder recently installed at the Sampson Laundry facility. Additions of new equipment allows NCCE to continue to train inmates on the latest available technology in the laundry industry, while continuing to meet increasing demand and production schedules.

“When I see an inmate take pride in a job well done, they stand a little taller and feel just a little bit better about life.”

- Randall Cole
Craggy Laundry

**LAUNDRY PLANT
CLINTON, NC**

INDUSTRY DIRECTOR: Ron Young
MANAGER: Mark Guyton
ASST. MANAGER: Thelma Smith
INMATES WORKING: 188

PRODUCTS PRODUCED: Laundry Services.

SIGNIFICANT PROJECT: Evaluating the feasibility of switching from white to grey t-shirts for inmates.



Laundry Plant - Clinton, NC

Left to right: Derek Bailey, Kenneth Wheeler, Carozell Henry, Jeffery Hawley, Tony Danks, Mary Wilson, Ronald Coleman, Parenza Best and Sylvan McMillian. **(Not pictured:** Amanda Carpenter, Randy Kinsey, Scott Johnson, Alton Thompson, Bruce Darden, Billy Wrench, James B. King, Rick Best, Andrew Sullivan, Mark Guyton (Plant Manager), Shirley Jenkins, Charles Royal, Sandra Bradshaw, Glenwood McLamb, Thelma Smith, Rocko Scarpone, James Israel and Edward Matthews.)

**LAUNDRY PLANT
GOLDSBORO, NC**

INDUSTRY DIRECTOR: Ron Young
 MANAGER: Barry Robbins
 ASST. MANAGER: Bob Gianettino
 INMATES WORKING: 80

PRODUCTS PRODUCED: Laundry Services.

PLANT IMPROVEMENTS: Dispensing station to comply with new chemical use guidelines.



Laundry Plant - Goldsboro, NC

First Row: Dawn Anderson, John Jones, Brad Helms, Glen Ferguson and Barry Robbins (Plant Manager). **Second Row:** June Martin, Thurman Saylor, David Alexander, Michael Pulliam and Sarah Lee. **Third Row:** Tommy Pike, Jesse Mitchell, Bryan Moore, Bob Gianettino and Billy Fail.

**LAUNDRY PLANT
MORGANTON, NC**

INDUSTRY DIRECTOR: Ron Young
 MANAGER: Ron Barrier
 ASST. MANAGER: Vacant
 INMATES WORKING: 56

PRODUCTS PRODUCED: Laundry Services.

NEW EQUIPMENT: Purchased a new road tractor and air compressor. Installed new phone system with added capabilities.



Laundry Plant - Morganton, NC

Left to right: Scott Biggs, Thomas Crosby, Wayne Warren and Ron Barrier (Plant Manager). **(Not pictured:** Betty Fuller, Edith Mays, Eddie Greene and Freddie Micol).

“Correction Enterprises, to me, means a meaningful job that provides an opportunity to better myself with training. The training gives me the skills I need to train the inmates to better themselves and learn a skill that they could use when they are released from prison.”

- Dade Russell

Laundry Plant - Willmington, NC

**Laundry Plant -
Wilmington, NC**

Left to right - Jeff Smith, Diane Snead, Rod Godwin, Ronnie Brock, Max Moore, Jerome David, John Bink, Dade Russell and James Bennerman. **(Not pictured:** Mike King, Plant Manager)



Laundry Plant - Raleigh, NC
 Everson L. Simmons and Phil Venero
 (Plant Manager).

**LAUNDRY PLANT
RALEIGH, NC**

INDUSTRY DIRECTOR: Ron Young
 MANAGER: Phil Venero
 INMATES WORKING: 10

PRODUCTS PRODUCED: Processing of linens for Central Prison, Hospital and Mental Health.

FUTURE PLANS: Preparing for a 35 - 40% increase in volume due to a new hospital under construction.

**LAUNDRY PLANT
WILMINGTON, NC**

INDUSTRY DIRECTOR: Ron Young
 MANAGER: Mike King
 ASST. MANAGER: John Bink
 INMATES WORKING: 68

PRODUCTS PRODUCED: Laundry Services.

THE HIDDEN WORKFORCE

Expect more. Excuse less. Create opportunity.

North Carolina Correction Enterprises' core mission is to provide opportunities for inmates to develop work ethic and learn marketable skills while incarcerated. The goal is for released offenders that have been trained by NCCE to obtain gainful employment with a living wage, that will help them successfully transition to a crime-free lifestyle.

In November 2009, Correction Enterprises was awarded grant monies from the American Recovery and Reinvestment Act to assist with job placement of Correction Enterprises trained offenders. A large facet of the grant was to educate employers on the financial and social benefits of hiring ex-offenders. Through an initiative entitled "The Hidden Workforce," an educational video and brochure were created as a marketing tool to individual employers as well as large groups. The video focuses on three ex-offenders who were trained by Correction Enterprises and have successfully transitioned into careers for which they were trained. The program also focuses on the financial benefits. An employee who hires an ex-offender within 12 months of release is eligible for up to \$2,400 in federal tax credits per offender. Ex-offenders are also qualified for free federal bonding, which protects the employer against employee dishonesty or theft. These bonds are available at no cost to the applicant or the employer.

Bonnie Boyette, a former Correctional Administrator and Chief of Program Services with over 29 years of correctional experience, was hired to implement this initiative. Ms. Boyette has traveled the state, meeting with over 180 employers to educate them on the benefits of hiring this highly skilled workforce. An estimated 110 employers she has met with have indicated a willingness to consider ex-offenders when positions become available. In fact, she has already assisted a few ex-offenders in gaining employment in commercial laundries and welding positions. According to Ms. Boyette, "Employers are surprised when I describe the level of training inmates that work for Correction Enterprises receive, and they are even more convinced of the benefit of hiring ex-offenders after they see the video with meaningful testimonials from both employers and ex-offenders."

This marketing and job development initiative has already proven to be a resounding success, and Correction Enterprises is seeking means to continue supporting this meaningful project.



“Correction Enterprises helps to build a more productive and promising future outside prison walls - both for inmates in our charge and for the community of people they will someday interact with - by instilling the values of work and teamwork.”

- Karen Brown, Director

Printing & Quick Copy • Stainless Steel Items • Traffic Paints • Wood Furniture • Decals
Janitorial Products • Custom Signs • Office & Conference Seating • Architectural Coatings
Reupholstery • General Purpose Paints • Safety Signage • Traffic Signs • Eyeglasses
Manpower Services • Upholstered Furniture • City License Plates • Clothing & Linens
Lubricating Products • Antifreeze • Printing & Quick Copy • Stainless Steel Items • Traffic
Paints • Wood Furniture • Decals • Janitorial Products • Custom Signs • Office & Conference
Seating • Architectural Coatings Reupholstery • General Purpose Paints • Safety Signage
Traffic Signs • Eyeglasses • Manpower Services • Upholstered Furniture • City License Plates
Clothing & Linens • Lubricating Products • Antifreeze • Printing & Quick Copy • Stainless Steel
Items • Traffic Paints • Wood Furniture • Decals • Janitorial Products • Custom Signs • Office
& Conference Seating • Architectural Coatings • Reupholstery • General Purpose Paints
Safety Signage • Traffic Signs • Eyeglasses • Manpower Services • Upholstered Furniture • City
License Plates • Clothing & Linens • Lubricating Products • Antifreeze • Printing & Quick Copy
Stainless Steel Items • Traffic Paints • Wood Furniture • Decals • Janitorial Products Custom
Signs • Office & Conference Seating • Architectural Coatings • Reupholstery General Purpose
Paints • Safety Signage • Traffic Signs • Eyeglasses • Manpower Services • Upholstered
Furniture • City License Plates • Clothing & Linens • Lubricating Products • Antifreeze
Printing & Quick Copy • Stainless Steel Items • Traffic Paints • Wood Furniture • Decals
Janitorial Products • Custom Signs • Office & Conference Seating • Architectural Coatings
Reupholstery • General Purpose Paints • Safety Signage • Traffic Signs • Eyeglasses
Manpower Services • Upholstered Furniture • City License Plates • Clothing & Linens
Lubricating Products • Antifreeze • Printing & Quick Copy • Stainless Steel Items • Traffic
Paints • Wood Furniture • Decals • Janitorial Products • Custom Signs • Office & Conference
Seating • Architectural Coatings • Reupholstery • General Purpose Paints • Safety Signage



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