North Carolina Correction Enterprises
2015 ANNUAL REPORT

CORRECTION ENTERPRISES

Not Just Making It Right. Making It Better.

2020 Yonkers Road | Raleigh, North Carolina

toll free 800.241.0124

www.correctionenterprises.com

IMPACT

MISSION STATEMENT

To provide marketable job skills and transitional opportunities for inmates in a professional and safe work environment while providing quality goods and excellent service to our customers at a savings to the citizens of North Carolina.

VISION

To be the vendor of choice for our customers.

To provide valuable inmate job opportunities to increase successful reentry.

CORE VALUES

Product Excellence • Quality Customer Service • Financial Stability

Inmate Skill Development • Professionalism • Mission Focused

Staff Development • Safe Workplace

TABLE OF CONTENTS

Support from NC Leadership 4

Message from the Director 5

Agency Overview 6

Impacting Lives 9

Financials. 12

Sales by Customer and Product 13

Impacting the Economy 17

Year in Review 20

Impacting the Environment 23

Products and Services by Facility 27

What's New at the Facilities 28

FROM THE GOVERNOR

Correction Enterprises offers inmates training that helps them find jobs, stay away from crime and contribute to society. Those who support Correction Enterprises are partners in helping reduce crime in our great state.

Pat McCrory, Governor
State of North Carolina

FROM THE SECRETARY

Correction Enterprises plays a vital role in our mission of promoting public safety. Training opportunities provided to offenders reduces prison idleness while reinforcing positive behavior and work habits that aid an offender with successful reentry back to their communities.

Frank L. Perry, Secretary
NC Department of Public Safety

FROM THE COMMISSIONER

Correction Enterprises provides valuable training programs for inmates in the North Carolina prison system. This training focuses on developing technical skills and pro-social attitudes which contribute to an offender's successful reentry into society upon release.

W. David Guice, Commissioner
Division of Adult Correction and Juvenile Justice

FROM THE DIRECTOR

Thank you for your interest in the work of North Carolina Correction Enterprises. We are pleased to share our positive impact story with you.

Our professional staff provide a unique service to the State of North Carolina. We provide technical and soft-skills training while modeling appropriate workplace behaviors for the state's most unlikely employees: incarcerated men and women. By providing this training, offenders learn "how to work" so they can successfully obtain and retain employment upon release from incarceration; the end result being former offenders who are crime free and contributing members of society.

Correction Enterprises is committed to helping make reentry victorious which helps reduce crime in our state. We accomplish this through hard work, collaboration and winning partnerships. We take pride in providing offenders with the necessary skills to succeed after release from incarceration. Most of our programs offer certified technical skills, apprenticeship training and on-the-job technical training. We also provide certificate-based soft-skills training including the National Institute of Correction's "Thinking for a Change" program and internally developed Resume Writing and Interview Skills. We take great satisfaction in the exceptional products and services we provide. During fiscal year 2014/2015 we maintained a customer satisfaction rate of 95% or higher for all four quarters, with the 3rd quarter being an impressive 99% satisfaction rate! We also recorded our highest sales year ever with revenue exceeding $95 million, a testament to the quality of the products we produce.

As our motto states, "Not just making it right, making it better", Correction Enterprises is committed to making it better for our customers, our offenders and the citizens of North Carolina. The pride of our staff and offenders, the continued support of the Department of Public Safety, our customers and our partners built another successful year for Correction Enterprises. Thank you for your continued support.

Karen A. Brown, Director

AGENCY OVERVIEW

Wow! Correction Enterprises is in the fourth year of its 2012-2017 Strategic Plan. The accomplishments so far have been phenomenal and have only been possible through engaged staff like you. In the coming months Correction Enterprises will be working to revise its current strategic plan in preparation for the roll out of the Correction Enterprises 2017-2022 Strategic Plan. As Director Karen Brown has said many times "Correction Enterprises cannot successfully implement our strategic plan without 100% commitment and participation from you [employees]!" This has not only been true for our current plan, but will be true as we embark upon the goals and objectives that will be set forth in the 2017-2022 Strategic Plan. Let me share some of Correction Enterprises' accomplishments from the past year that are a direct result of commitment to our strategic plan:

GOAL #1 IMPROVE CUSTOMER EXPERIENCE: *Customers are a key success factor for Correction Enterprises.*
Survey data shows throughout the year Correction Enterprises averaged more than a 97% customer satisfaction rating. Strategies completed include: research of industry standards, more extensive web development and the establishment of min/max inventory levels to improve delivery times of our products and services. Improved ease of ordering through website enhancements and the creation of several new product brochures were also a huge leap forward for Correction Enterprises.

GOAL #2 INCREASE OPPORTUNITIES FOR INMATE SUCCESS: *Correction Enterprises must be creative in finding ways to continue to offer inmate workers job skills and development opportunities.*
Soft skills training (Thinking for a Change) is ongoing and continues to graduate several inmates each quarter. The Inmate Placement Coordinator continues to increase the number of private sector companies willing to hire ex-offenders. A curriculum for Resume Writing was introduced with great success, and a link was added to the Correction Enterprises website for former offenders that provides information on "Workforce Career and Work Opportunity Resources" as well as a link to "Resume Writing and Interview Skills".

GOAL #3 INCREASE MARKET SHARE: *Correction Enterprises must clearly identify what percentage of the market we currently hold and set goals to increase market share across the board.*
Funding was identified for the addition of a Market Analyst. Legislation was introduced exempting Correction Enterprises from third party certification for manufacturing equipment. Show boards and mini catalogs were created to enhance marketing. Building reputation continues through increased plant tours for customers, legislators, liaisons and fiscal research groups. Expanded and improved product listing on state contract 001A is making it easier for customers to view our products.

GOAL #4 MAINTAIN FINANCIAL STABILITY: *Financial self-sufficiency is essential to Correction Enterprises: recognizing that operating our business efficiently is necessary to promoting responsible growth and additional inmate opportunities.*
Correction Enterprises finished the fiscal year with its highest sales year ever (95.4M) and successfully increased margins in certain industries while maintaining market competitiveness. The Farm had its best year ever showing over a $750K improvement from the previous year. Plants continue to improve with the management of appropriate inventory levels. Correction Enterprises decreased its overall inventory by 1.2M over last year. A $250K delegation for the purchase of raw materials and the ability to take advantage of spot buys will reap huge dividends. Waiver of competition for volatile and difficult to obtain raw materials was another welcomed addition for our efforts to maintain financial stability.

GOAL #5 IMPROVE ORGANIZATIONAL EFFICIENCIES:
Correction Enterprises must invest in staff to increase proficiency and plan for future needs. We must work together as a team to remove organizational barriers, increase morale, explore new concepts and improve communication.
Just to name a few, Correction Enterprises increased its web-ex training, incorporated the Correction Enterprises Strategic Plan into basic training and implemented the new Valuing Individual Performance (VIP) system along with more training offerings within the LMS system. Correction Enterprises also hosted and participated in several National National Correction Industries Association (NCIA) webinars, is partnering with NC State for the implementation of Lean Manufacturing training and coordinated Leading at all Levels (LAAL) training classes.

GOAL #6 INCREASE ENVIRONMENTAL AWARENESS:
Correction Enterprises is committed to continuously working to expand our offerings of environmental sustainable products and to improve the environmental performance in our products and services.
Correction Enterprises established four different teams to conduct an in-depth study of each plant to determine what recycling and waste reduction methods were in place. The teams then evaluated existing practices and made recommendations for improvement and expansion where possible. All aspects of plant operations were considered, even something as simple as whether or not used thread spools could be recycled at sewing operations. In addition Correction Enterprises is working on improving efficiencies through cardboard and plastic recycling at all facilities.

GOAL #7 IMPLEMENT NEW PRODUCT DEVELOPMENT:
As customer needs change, Correction Enterprises must adapt and develop new product lines, accelerating the ability to provide for a change set of needs by a growing set of customers.
New products continue to be developed throughout Correction Enterprises. Prototypes are continually being manufactured and tested for market acceptance. Some of this year's accomplishments included the development of a new honey line, "Caledonia Riverside Honey", decals for city and county street blades, new service material for high moisture counter tops, logo wallets and bags, ammunition clip bags, cutting boards, playing cards, bike racks and rain gear.

Correction Enterprises continues to work towards not only meeting its goals but exceeding them with the help of every Correction Enterprises' employee. I look forward, not only to the completion of this plan, but also working with each of you as we begin to look forward to the start of our next five year plan beginning in the 2017-2018 fiscal year.

Robert Leon, Deputy Director

Intern Schuyler Freyaldenhoven works with inmates teaching interview and resume writing skills.

IMPACTING LIVES

Correction Enterprises continues to hold true to its core value by providing technical and behavioral job training to offenders; that will increase their opportunity for successful reentry upon release. Correction Enterprises continues to evolve by following best practices as well as setting the standard with new innovative ideas for reentry, often asking questions such as, "What does it take to break the cycle of criminal life and incarceration?"

Based on the accounts of those who have lived this experience, a concentrated will is required to change attitudes and behavior to improve one's life, along with a willingness to learn new skills and an ability to overcome rejection. Correction Enterprises understands that the obstacles that are in store for the ex-offender who is released into society are enormous. Correction Enterprises recognizes this as an opportunity for them to develop in order to ensure successful reentry.

In 1969, North Carolina State Government established an internship program that provides students with professional work experience that connects their classroom experiences and potential career choices. The program is designed to broaden students' perspectives of public service and state government. NCCE has consistently supported the program.

This year Correction Enterprises submitted a proposal for a Pre-release Employment Curriculum Designer position that was accepted and approved by the Youth Advocacy and Involvement Office. The primary task for this individual was to help reduce inmate recidivism rates of Correction Enterprises trained inmates by equipping the population with necessary tools to be successful upon reentry into society. The objective was to create a training class pertaining to resume writing and interview skills.

Correction Enterprises has always been successful in providing technical skills for offenders; but seized the opportunity to take it a step forward by improving individual's soft-skills. Some of the objectives of the class are to develop professional etiquette and first impression skills, to identify the "don'ts" and do's" of writing a successful resume and to train for successfully completing an interview.

At the close of the fiscal year, 40 Correction Enterprises offender workers nearing release were pilot members of the inaugural classes held from the newly developed program. Feedback received from the offenders was no less than amazing. These individuals were given a chance to role-play and put their newly learned skills to the test. Offenders expressed a sense of empowerment from these sessions.

Correction Enterprises will continue to improve on the newly created program to ensure we are meeting the needs of all of the stakeholders involved. The program will expand by researching career readiness skills versus job ready skills. Entrepreneurship will also be an explored expansion topic for the program.

CORRECTION ENTERPRISES CONTRIBUTES TO FORMER INMATE'S SUCCESS

by: Schuyler Freyaldenhoven

Joshua Stancil stays astonishingly busy. If he isn't working as a freelance writer, editor, or graphic designer, you might find him studying to complete a college degree, traveling, or spending time with his family.

In a time where many Americans struggle to remain busy, Stancil's hectic schedule is remarkable. But even more surprising is the story of how the 44-year-old Rocky Mount native gained the skills and experience he needed to succeed.

"I worked for six years at Nash Print Plant. I started out in Bindery, but wound up a graphic designer… I enjoyed the great fortune of learning real-world skills in Photoshop, InDesign, and Illustrator – skills I currently use in my business," Stancil said.

> "Although prison itself is an objectively negative phenomenon – it's designed to be so – reality itself is good, so even in prison, one can, through an encounter with others, experience a kind of rebirth — a new beginning."
>
> - Joshua Stancil

Stancil opened up about how Correction Enterprises offered him a new beginning after his life took an unfortunate turn.

The self-employed writer was born in Rocky Mount in 1970, but grew up in Asheboro after his father was transferred there for work. Stancil, who described his childhood as "fairly uneventful," became fascinated with movies at a young age and dreamed of becoming a Hollywood filmmaker.

However, years later, Stancil found himself to be "deeply unhappy, believing in nothing"— a college drop-out chasing money in the radio industry.

"My arrest at age 25 was my first brush with the law…. Nine months before my arrest, the legislature passed a new statutory rape law, in effect raising the age of consent and mandating a two decades long prison sentence."

Stancil would serve 18 years in North Carolina correctional facilities: Central Prison, Marion, Columbus, Morrison, and finally Nash, where his work with Correction Enterprises would give him life-changing skills and camaraderie.

Stancil, whose stepfather owns a small print shop, specifically requested a transfer to Nash with the hope of being employed in the Print Plant to gain expertise that he might use upon release.

"I was quite impressed with practically everything about the Nash Print Plant," Stancil said. "There's hardly a project imaginable that the Nash plant can't complete. The supervisors were very knowledgeable and helpful, having worked in the printing industry prior to Correction Enterprises."

As impressed as Stancil was with the facility, his supervisor, Kristin Jones, was even more impressed with him.

"Josh [Joshua] had so much to offer! He was very intelligent and certainly had the technical and creative skills required to be an excellent graphic designer. He had a solid work ethic and kept consistently busy. In his spare time he worked on the Nash News staff, an inmate-produced camp newsletter from our plant, writing articles and designing pages," Jones said.

The freelancer holds that today he uses the same skills he was taught in Composition and even the same

industry standard software he learned how to use at Nash.

"At Nash, there was a definite emphasis on learning. For example, Kris Jones, the Composition supervisor, would gather us together on a regular basis, not only to assess our work and determine how we might improve it, but also to educate us on certain industry terms and practices," said Stancil.

Stancil also expressed his fascination with the cohesion of the many departments in the Print Plant and the way that they were able to work together to produce products that would eventually win many Printing Industries of the Carolinas, Inc. (PICA) awards—an accolade for outstanding printing in the Carolinas.

On August 22, 2014, Stancil was released from prison. "The first thing I did upon release – well, after laying waste to the Golden Corral buffet bar – was spend time with my family... My transition, believe it or not, was speed bump free."

Stancil, who credits much of the smoothness of his transition to the daily routine of the Print Plant, wasted no time applying the skills that he acquired through Correction Enterprises to real world endeavors.

"It's no secret that ex-inmates experience extraordinary difficulties finding employment. This fact prompted me to go into business for myself. I work as a freelance writer, editor and graphic designer," he said.

Stancil has returned to Asheboro where he is freelancing from his home, working on-line to complete a degree in English from Arizona State University, and going through the process of forming his own limited liability company.

"I work as a copy-editor for the on-line magazine Traces, have contributed pieces to Magnificat and a book to be published this fall… and I designed and typeset three books for Crossroads Cultural Center of New York. My life is packed," he remarked.

When asked about his accomplishments, Stancil gives the credit back to Correction Enterprises.

"Take, for example, the three books I did for Crossroads Cultural Center of New York: without my experience in the Nash Print Plant Composition Department, I wouldn't have had a clue where to begin such a job," he admitted.

Despite how far he has come, Stancil has even bigger goals for the future.

"I plan to graduate college, expand my business, and get married—I think that third goal might be a hard one to pull off," he laughed.

Student, writer, editor, designer, and entrepreneur—Stancil can be labeled in countless ways. One label in particular, ex-offender, has surprisingly given him new purpose and hope.

"Although prison itself is an objectively negative phenomenon – it's designed to be so – reality itself is good, so even in prison, one can, through an encounter with others, experience a kind of rebirth—a new beginning. I met, among inmates and staff, some of the best people on the planet… The good people I met sustained me, even if they weren't aware of it."

NCCU NOW
A MAGAZINE FOR THE FACULTY, STAFF, ALUMNI AND FRIENDS OF NORTH CAROLINA CENTRAL UNIVERSITY
FALL 2014
PEMBROKE
MISSION:
To provide marketable job skills and transitional opportunities for inmates in a professional and safe work environment while providing quality goods and excellent service to our customers at a savings to the citizens of North Carolina.
2014
North Carolina Correction Enterprises
ANNUAL REPORT
2013 ANNUAL REPORT
NORTH CAROLINA CORRECTION ENTERPRISES
Strategic Positioning through Innovation
PICA Awards
North Carolina

QUALITY FOCUS TEACHES EXCELLENCE; IMPROVES ENGAGEMENT

by: Anthony O. Vann, PhD

While many of us derive satisfaction and reward from our day to day work, no one would argue that a little recognition along the way helps sweeten the pot. The team at Nash Print Plant has experienced several highly visible recognitions and awards over the years, ranging from local to national awards.

Nash Print Plant is the second largest printing facility on the East Coast. The facility employs 138 offenders, and 19 civilian staff. Staff and inmate workers at Nash Print Plant continue to bring life to North Carolina Correction Enterprises' slogan, "Not Just Making it Right, Making it Better". This is evident in the time and attention to detail the staff and inmates bestow into every project. From simple copies of documents to complex books, every project is treated with utmost importance.

As a result of the plant's meticulous work and training, the program continues to receive continuous accolades recognizing their dedication. The Printing Industries of the Carolina Association, Inc. (PICA) dates back to the 1930s. PICA supports and promotes the common interest of the printing industry in North and South Carolina. PICA's goal is to help prosper members of the print industry, both individually and collectively, through fellowship, education and cooperative action. Since 2007 Nash Print Plant has received numerous awards from this prestigious organization.

In 2012 and 2015 the National Correction Industry Association (NCIA) recognized Correction Enterprises with the Annual Report Award. The annual report's layout, design, and printing were done at the Nash Print Plant. Offenders work hand in hand with a highly trained print specialist and graphic artist to tell a story and paint a clear vivid picture of the year in review for Correction Enterprises. To be recognized by your peers throughout the nation is truly an honor.

The Print Plant also collaborates with our local colleges and universities. In June of this year the print plant was recognized with the Attendee's Choice Award and a Gold Award for work done on the East Carolina University Pirate's Football Ticket book. Special recognition was given to details of die-cutting, perforating, and foil accents that accented the ticket book.

In 2012, North Carolina Central University started the NOW magazine through Correction Enterprises. The magazine is for the faculty, alumni, and friends of North Carolina Central University. The university chose the Nash Print Plant for layout, design, and printing of the bi-annual magazine. In August of this year, the magazine was reported on ABC News as the Best Alumni Magazine in the United States.

It is natural to focus on what is ahead rather than reflect on how much has been achieved. When you walk into the Nash Print Plant, the awards are prominently displayed showing the recognition for the creative work the plant does. Taking time to reflect helps employees as well as the offenders appreciate how much they have done. Hats off to the Nash Print Plant... just one example of the factories within North Carolina Correction Enterprises working to impact the morale of our offenders... one job at a time!

OUR FINANCIALS

Balance Sheet

For Fiscal Year Ended June 30, 2015

Current Assets	
Cash	$ 11,561,728
Accounts Receivable	3,470,266
Less Allowance for Bad Debt	-
Raw Material Inventories	18,097,148
FG Inventories	3,992,977
Investment	-
Total Current Assets	$37,122,119
Fixed Assets	
Plant and Equipment	$100,324,401
Less Accumulated Depreciation	(60,978,629)
Net Plant and Equipment	$39,345,772
Other Assets	
Construction in Progress	$92,460
TOTAL ASSETS	$76,560,351
LIABILITIES AND FUND EQUITY	
Current Liabilities	
Accounts Payable	$1,622,453
Accrued Payroll	9,330
Sales Tax Payable	-
Due to Other Funds	80,724
Deferred Revenue	43,422
Total Current Liabilities	$1,755,929
Long Term Liabilities	
Compensated Absences	$2,235,868
TOTAL LIABILITIES	$3,991,797
Fund Equity	
Contributed Capital	$20,313,000
Retained Earnings	52,255,554
TOTAL LIABILITIES & FUND EQUITY	$76,560,351

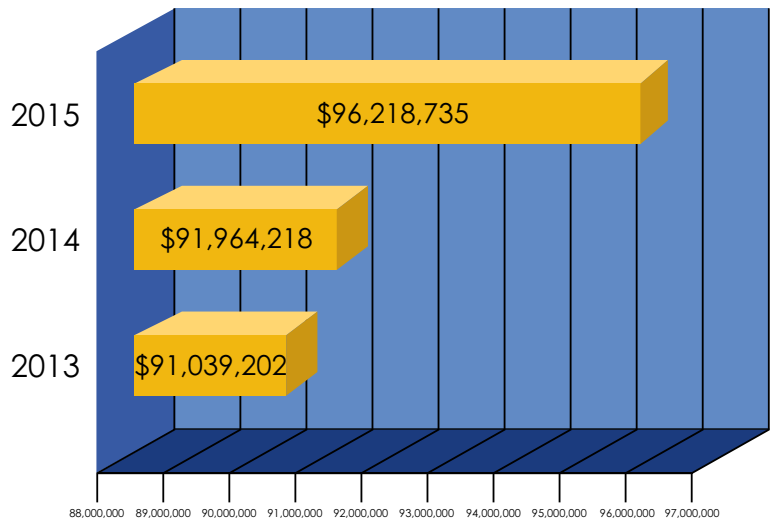
Statement of Income

For the Fiscal Year July 1, 2014 - June 30, 2015

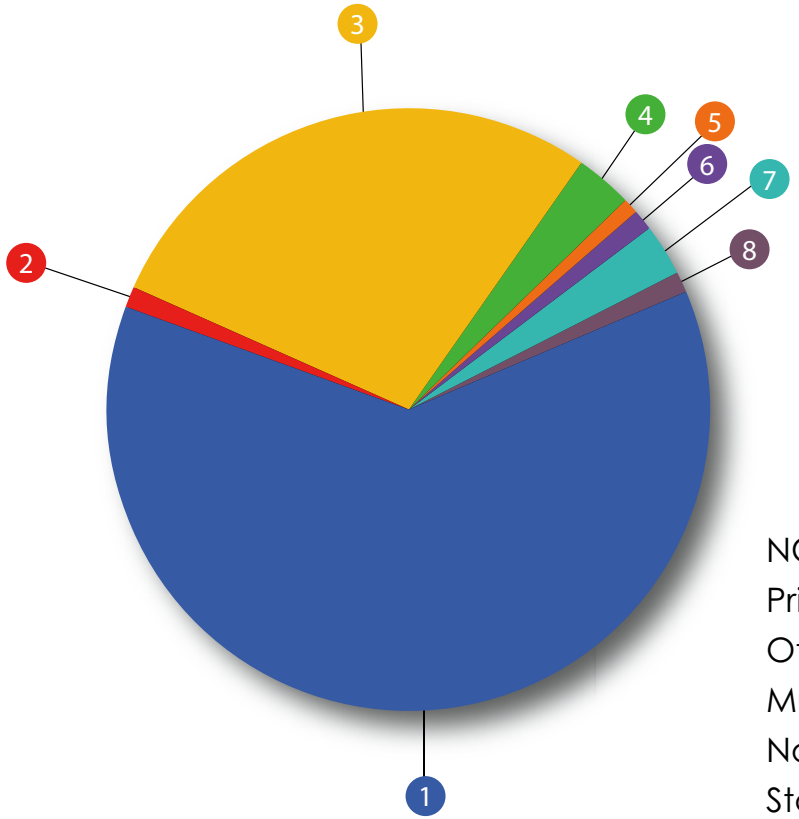
OPERATING REVENUES	
Sales*	$95,490,159
Miscellaneous Revenue	728,576
Total Operating Revenues	96,218,735
Cost of Sales	77,316,650
Gross Margin	$18,902,084
OPERATING EXPENSES	
Selling and Administrative Expenses	7,036,653
Depreciation Expenses	3,618,306
Bad Debt	-
Total Operating Expenses	**$10,654,959**
OPERATING INCOME	**$8,247,125**
OPERATING TRANSFERS	
Transfers Out	2,639,835
Inmate Labor	3,341,224
Total Transfer to Other Funds	**$5,981,060**
NET INCOME (Loss)	**2,266,066**

*Includes $2,734,333 of Correction Enterprises internal sales.

TOTAL SALES



SALES BY CUSTOMER



NC Department of Public Safety	64%	1
Prison Industry Enhancement (PIE)	<1%	2
Other State Agencies	29%	3
Municipalities / Local Governments	3	4
Non-Profits	<1%	5
State Employees	<1%	6
K-12 / Colleges / Universities	3	7
Open Market Sales / Contractor Sales	1	8

SALES BY PRODUCT

Food Products (Farm, Cannery, Meat Processing)	33%
Sewing Products	14%
Laundries	10%
Signs	8%
Janitorial Products	7%
Paint Products	6%
Print, Duplicating & Braille	6%
Optical	4%
License Plates	3%
Oil & Oil Related Products	3%
Upholstery & Reupholstery	2%
Lanesboro Packaging / Moore Awards	2%
Woodworking Operations	1%
Metal Fabrication	1%

Inmates work on newly designed correctional officer uniforms in the NCCE sewing plants.

IMPACTING THE ECONOMY

by: Jonathan Beck

What began as a Correctional Leadership Development Program project, has come full circle as a new uniform design that will outfit all NC correctional officers on October 5, 2015.

Correctional officers have traditionally worn navy pants and either navy or white shirts, depending on rank. The corrections staff including officers, sergeants, lieutenants and captains will now be outfitted with a more uniform appearance consisting of black pants, a fitted gray shirt, baseball cap, dual purpose duty jacket, non-metallic belt and a tie. Correction Enterprises will be producing and supplying the various components of the uniforms.

The fitted gray shirts and black pants will offer a more professional appearance among the officers. Rank identifiers will be affixed to either the sleeve or collar. In order to have the new uniforms completed for the 13,000 NC correctional officers by the October deadline, Correction Enterprises launched into full production as soon as the uniform changes were approved in the Fall of 2014.

The new uniform shirts are made of a more breathable and stain resistant material and are available in both short and long sleeve. The pants are made with a rip-stop pattern to prevent tears. The new uniforms are also available in maternity sizes.

Approximately 300,000 yards of fabric (enough fabric to cover 77 football fields!) were used to produce 39,000 pairs of pants and 78,000 shirts needed to fulfill the order. To facilitate production, Pender Sewing Plant (which made the pants) and Columbus Sewing Plant (which made the shirts) had to reassign their normal production responsibilities to other Correction Enterprises sewing facilities. Marion, Scotland and Pasquotank all took on additional workloads in order to fulfill the orders. Additionally, Pasquotank Sewing embroidered the nametags for the uniform shirts.

INNOVATION BY NCCE INMATES

by: Aroma Snelling

BRANDI FLEMING & AMANDA STAR

The personalized license tag day at the Correction Enterprises License Tag Plant is considered to be the toughest day of weekly production. Each tag is different, which not only requires the operators to use different dies of numbers, letters and symbols for each tag, but to spell or place the characters in the machine backwards. All of this is done to create the customized product that the consumer ordered.

> Innovation can be defined as the application of new ideas to the products, processes, or other aspects of the activities of a firm that leads to increased "value."

A greater challenge is a personalized vanity plate. Vanity plates have a logo embedded into the plate design. Many colleges, clubs, associations, foundations and special groups have vanity plates. Although fewer characters can be used on these plates, applying the proper spacing is a huge challenge and consumes a great amount of time for those embossing the tags, as not all vanity plates use the same spacing.

Inmates Brandi Fleming and Amanda Starr were both administrative inmates at the tag plant. One of their primary responsibilities was to prepare the personalized license tag order for production. A part of this process includes copying the order and providing vanity plates for the embossing department. Depending on the volume of the personalized vanity order, it could take up to four hours to emboss the vanity plates alone. This is due to the changing of the dies and special spacing for each tag.

Through innovative thinking, inmates Amanda Starr and Brandi Fleming came up with a system to provide the proper spacing for the tags and then group all of the similar spaced tags together in an effort to save time and reduce scrap.

Ultimately, the impact of this new system gives each personalized license tag team at least 30 additional minutes of production time and practically eliminates errors incurred due to spacing. It also makes it easier for newer inmates who are not yet familiar with all the vanity spacing to produce vanity plates.

Inmate Brandi Fleming

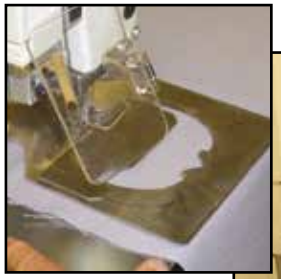
JOSEPH OSORIO

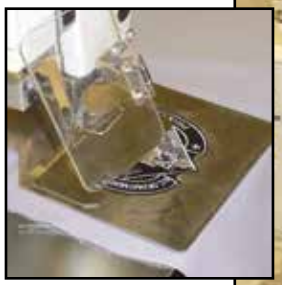
The new fiscal year brought in a newly designed correctional officer uniform for NCDPS. The uniform change included gray shirts and a new patch. The Correction Enterprises Columbus sewing plant was responsible for making 78,000 shirts to be completed by July 06, 2015. To say the least, this task was faced with a very time consuming issue, which would include purchasing two new bartack machines. These machines are used to sew the patches onto the shirts and the estimated cost of two new machines was $60,000. When the plant manager, Jennie Tedder, contacted the vendor to inquire about making a clamp for sewing the sleeve patch onto the sleeves. The vendor stated that a new machine was needed.

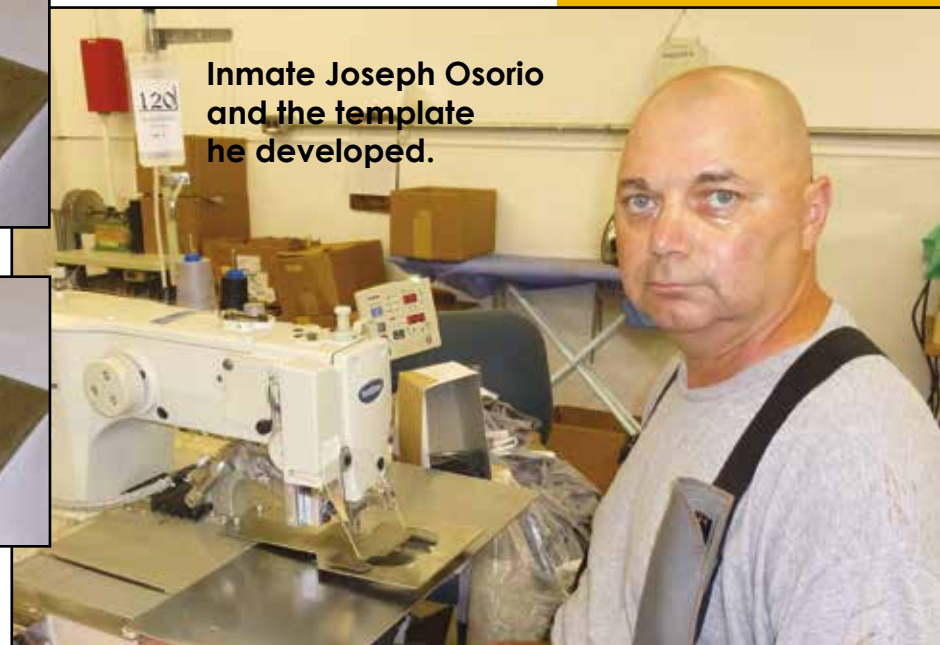
That was when Inmate Joseph Osorio stepped up. Prior to his employment at Correction Enterprise as a senior maintenance assistant, Joseph had 17 years of experience and training as a troubleshooter, equipment and logistics maintenance specialist for the 319th Military Intelligence Battalion at Fort Bragg. Through his military training, he was taught how to use items that appeared to have no value and customize them as components to repair a variety of different pieces of equipment.

Inmate Osorio began to research the existing clamp and troubleshoot the existing problem. He then took scrap metal from around the sewing plant and cut out the shapes he needed to make two template clamps the size of the sleeve patch. Osorio programed the bartack machine to sew around the patch attaching it to the sleeve.

As all of the materials used for the project were from scraps and existing bartack machines, the savings for the Columbus sewing plant was significant. At that time it took five inmates on a single needle machine to sew approximately 800 shirts daily. Through Osorio's innovation, production was significantly increased resulting in savings to time, labor and equipment.







Inmate Joseph Osorio and the template he developed.

THE YEAR IN REVIEW

Braille Plant	Renewed a 3-year contract with the Department of Public Instruction and worked on numerous textbooks for some NC counties.
Cannery	Processed 20 different products totaling 270,400 cases of canned goods.
Columbus Sewing	Completed about 78,000 correctional officer shirts (enough to provide 13,000 officers with 6 shirts each).
Farm	Gathered 25,000 eggs each day and produced 4 million pounds of fresh vegetables.
Janitorial Plant	Produced 2,721,000 bars of soap (which would be enough to give 3 bars to each person in Raleigh, Durham and Chapel Hill) and 13,088,500 trash bags (which would be enough to give every person in South Carolina and Virginia 1 bag each).
Lanesboro Packaging	Fulfilled 60,000 packages.
Laundry Facilities (6 combined)	Laundered 2,402,000 pounds of laundry (about the same weight as 728 Corvettes).
License Tag Plant	Produced 2,461,159 license plates using 820,387 pounds of aluminum and 895,000 yards of sheeting.
Meat Processing Plant	Processed 5.1 million pounds of meat products and an average of 1 million pounds of total products per month.
Moore Awards	Shipped out over 16,180 award items.

Optical Plant	Produced eyeglasses not only for NC, but picked up all production orders for the state of Washington's eyeglasses for a period of several months.
Paint Plant	Produced 465,339 gallons of paint.
Pasquotank Specialty Plant	Embroidered 45,917 items and made 21,748 vests.
Print Plant	Issued 7,200,000 mill-size sheets of paper and recycled 7,046 pounds of high-grade aluminum printing plates.
Quick Copy Plant	Produced 4,875 total orders, 721 of those were framing and matting, 549 were signs, and the remaining 3,605 were print orders.
Reupholstery Plant	Used 32,210 yards of Anti-Microbial Correct Tick Material on mattresses and pillows (enough to go up and down the Empire State Building more than 11 times).
Sign Plant	Used about 1,000,000 square feet of Aluminum Flat Sheets (enough to go the full length of the I-540 Beltline in Raleigh).
Sign Reclaiming Plant	Recycled 560,226 pounds of scrap aluminum and signs, and reworked over 1,000 wood pallets.
Upholstery Plant	Built 4,175 chairs.
Warehouse	Drove 679,151 miles and processed 15,867 orders.
Woodworking Plant	Used approximately 70,385 board feet of lumber.

Reclaimed signs will be prepared for reuse or recycled as scrap.

IMPACTING THE ENVIRONMENT

One of the goals of Correction Enterprises is to make a positive impact on our environment. Every Correction Enterprises plant works to conserve resources and minimize waste where possible. Our plants are developing methods and investing in ways to conserve resources and reduce waste, ultimately reducing strain on the environment.

Below are a few specific examples of the services Correction Enterprises plants are offering that improve our impact on the environment.

SIGN RECLAIMING PLANT

The Sign Reclaiming Plant in Carthage is a recycling operation employing 15 inmates. Their main focus is to recycle old signs that are being replaced by the NC Department of Transportation (DOT) and to process old license tags for scrap metal recycling.

Signs from all 14 divisions of the DOT that would normally be discarded into an already congested landfill are sent to the Reclaiming Plant to be cleaned and sold to Correction Enterprises' Sign Plant in Bunn while the others are sold for scrap.

This plant also rebuilds pallets, extending their useful life. Pallets that are no longer repairable are disassembled and find new life at the Correction Enterprises Woodworking Plant in Taylorsville. The Woodworking Plant uses the wood in a product line they call "Palletable Creations".

In 2014, the Sign Reclaiming Plant:

1. Recycled over 5 semi-trailer loads of large pallets to be reprocessed by the Woodworking Plant.
2. Repaired over 1,000 pallets for redistribution and use.
3. Recycled 308 tons of scrap aluminum and signs.

Tons of license plates are responsibly recycled and kept out of the landfill.

FARM

Correction Enterprises green initiative is taken literally at the Farm. In addition to producing a variety of vegetables and flowers, the farm also has a beekeeping and honey operation.

Honeybees are an important part of a healthy ecosystem. The pollination that they provide ensure that plants reproduce properly. Their work on farms can increase crop yields by as much as 300%. In the wild, flowers and tree varieties, like poplar and willow, rely on honeybees to spread and naturally develop fields and forests.

The honey produced by these bees is harvested and sold. The sweet, amber liquid is not only delicious, but widely recognized for the health benefits it provides.

"Each Correction Enterprises plant offers a service that is geared towards recycling material to minimize waste, cost, and ultimately, reduce the strain on the environment."

PRINT PLANT

The Print Plant, located in Nashville, maintains its environmental responsibility in several different ways. The two largest consumable items, ink and paper, are both examples of how the plant produces responsibly. Purchasing paper stocks from vendors that practice reforestation and ethical harvesting, offering customers paper stock choices with up to 100% recycled content, and recycling all paper scrap is a full-circle method that ensures woodlands remain healthy and abundant.

The inks used at the Print Plant are all vegetable-based. Vegetable-based inks are completely biodegradable and come from a renewable source, unlike the petroleum that makes up traditional printing inks. This also ensures that once the printed piece is ready for recycling, the ink will easily wash out of the paper, ensuring a higher-quality recycled paper stock.

The Print Plant also recycles other materials used in production, including aluminum (printing plates) and cardboard.

Additionally, last year the plant installed high efficiency ballasts and bulbs throughout the plant and all new low-flow toilets and plumbing fixtures. These two investments provide an enormous savings in water and electricity. Plans are currently underway for efficiency renovations to HVAC and building as well, which will result in an even greater energy savings for the plant.

REUPHOLSTERY PLANT

The Reupholstery Plant in Salisbury reupholsters various styles of furniture for state agencies and employees across North Carolina. The Reupholstery Plant employs 40 inmates who are being trained in various stages of producing quality furniture for its customers. Its employees are trained to cut and sew fabric, reassemble furniture, package, and ship products.

One of the objectives is to improve the environment by reducing the amount of waste that enters landfills each year. In 2015, the Reupholstery Plant reupholstered 794 couches keeping about 32 tons of waste from entering the landfill.

PRODUCTS AND SERVICES BY FACILITY

LOCATIONS	OFFENDER JOBS
Administration Raleigh, NC	1
Braille Plant Laurinburg, NC	19
Cannery Tillery, NC	154
Service Award Distribution Carthage, NC	10
Farm Tillery, NC	340
Fresh Produce Warehouse Tillery, NC	15
Inmate Packaging Plant Polkton, NC	45
Janitorial Products Plant Norlina, NC	97
Laundry	
Asheville, NC	56
Butner, NC	56
Clinton, NC	210
Goldsboro, NC	85
Raleigh, NC	10
Morganton, NC	56
License Tag Plant Raleigh, NC	61
Meat Processing Plant Lillington, NC	86
Metal Products Plant Polkton, NC	84
Optical Plant Nashville, NC	65
Paint Plant Smithfield, NC	50
Package and Distribution Apex, NC	29
Print Plant Nashville, NC	133
Quick Copy and Framing Raleigh, NC	61
Reupholstery Plant Salisbury, NC	45
Sewing Plants	
Burgaw, NC	110
Elizabeth City, NC	30
Laurinburg, NC	120
Marion, NC	120
Whiteville, NC	130
Sign Plant Bunn, NC	150
Sign Reclaiming Plant Carthage, NC	15
Upholstery Plant Taylorsville, NC	135
Woodworking Plant Taylorsville, NC	71
TOTAL OFFENDER JOBS	**2,550**

Services

Agri-Business

Manufacturing

Recycling

WHAT'S NEW AT THE FACILITIES

THE TAG PLANT

On August 7, 2014, the NC Legislature passed Senate Bill 744 that included a provision to add a secondary option for a standard license plate in North Carolina.

According to the General Statute, the new First in Freedom plate "shall have the words First in Freedom printed at the top of the plate above all other letters and numerals." The background may include an image chosen by the division that is a representation of the Mecklenburg Declaration of 1775 or the Halifax Resolves of 1776."

Charles Robinson, a license plate collector & historian of Troy, NC submitted his design which was chosen by the NC Division of Motor Vehicles. The tag was forwarded to the License Tag Plant for some minor changes and the plate was approved for production on February 6, 2015.

Since its initial distribution in July 2015, the Department of Motor Vehicles has ordered and received over 500,000 First in Freedom tags, and has recently submitted an order for just over 500,000 more. The first in freedom background is available on all private auto license plates to include vanity plates depicting the logos of special interest groups.

When asked, about the impact that the new tag made to the license tag plant, Assistant Plant Manager Tracey Goodwin replied, "The First in Freedom Tag has brought a sense of pride to the inmates that work in the plant. It is exciting for them to be a part of history... North Carolina has never offered a choice in backgrounds for standard issue plates. They have an opportunity to be a part of something historic that they can share with their friends and families."

The Sign Plant refurbished the floor in its facility.

Woodworking developed 3 new furniture lines and added solid surface material, high pressure laminate and "Laid Up Panels" to its product line.

Inmates at Braille began studying Unified English Braille that is currently used in other countries in order to receive National Certification in Unified English Braille (NCUEB).

The Print Plant developed and began teaching the "Print Plant 101" class for inmates and trained all staff and inmates to acheive 100% HIPAA compliance.

Craggy Laundry re-worked its plumbing and electrical systems.

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This Annual Report was proudly designed, printed and assembled by inmates and staff at the Correction Enterprises Print Plant.