



National Training Conference

April 14-17, 2025

Hyatt Regency | St. Louis, MO

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***Unauthorized video or audio recording
of any 2025 National Training Conference
event or workshop is strictly prohibited.***

Mike Kehoe
Governor

Trevor Foley
Director



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Jefferson City, MO 65102
Telephone: 573-751-2389
Fax: 573-526-0880

State of Missouri
DEPARTMENT OF CORRECTIONS
"Improving Lives for Safer Communities"

January 1, 2025

Dear NCIA Conference Attendees,

As the Director of Missouri Department of Corrections, I am honored to welcome you to the National Correctional Industries Association Conference (NCIA) in St. Louis, Missouri. I trust you will find the conference to be a valuable opportunity to network with fellow professionals who share a commitment to improving our criminal justice system.

St. Louis not only has a rich history but also offers a variety of experiences for dining and sightseeing, allowing you to immerse yourself in the local culture during your stay. Be sure to sample some of our iconic culinary delights, such as gooey butter cake, toasted ravioli or authentic St. Louis-style barbecue.

Sightseeing in St. Louis is an adventure! Visit landmarks such as the Union Station Aquarium, Forest Park and the St. Louis Zoo, or immerse yourself in local culture by catching a live music show in the Delmar Loop. Your stay here will be filled with unforgettable experiences.

Administering the nation's criminal justice system is an immense responsibility and a fundamental role of government. The NCIA, alongside its dedicated members, has worked tirelessly with correctional industry leaders to enhance reentry strategies and provide essential tools and best practices that help resident workers succeed upon release. Your participation in NCIA, your professionalism and your dedication are essential to these efforts.

I hope your experience at the conference is both memorable and positive. May you leave inspired and equipped with new insights that will further your important contributions to public safety and our collective mission.

Very Respectfully,
Trevor Foley, Director
Missouri Department of Corrections

Missouri Vocational Enterprises
1717 Industrial Drive
P.O. Box 1898
Jefferson City, MO 65102



573.751.6663
800.392.8486
www.doc.mo.gov/MVE

MVE MISSION STATEMENT
Training Today for a Successful Tomorrow

February 1, 2025

Welcome,

On behalf of the Missouri Department of Corrections and Missouri Vocational Enterprises (MVE) for the 2025 National Correctional Industries Association (NCIA) conference. We understand the crucial role correctional industries professionals play in facilitating successful reentry, and we believe this conference provides an invaluable opportunity to connect, learn, and grow. We envision this week as a catalyst for sharing innovative ideas, exploring cutting-edge technologies, and forging strong partnerships, all working towards a renewed commitment to the individuals we serve, the public we aim to protect, and the transformative power of our programs.

Beyond the conference sessions, we encourage you to fully immerse yourselves in the rich tapestry of St. Louis. This vibrant city has something to offer everyone, from the passionate energy of its celebrated sports teams to the captivating allure of its art and music scene, and from the echoes of its immigrant heritage to the delicious flavors of its diverse culinary landscape. Take advantage of this opportunity to explore the city's unique spirit while networking and collaborating with colleagues in the correctional industries field.

Ultimately, we hope this conference proves to be both engaging and productive. We believe it is a unique opportunity to strengthen our collective efforts and make a greater impact. Welcome to St. Louis, and welcome to what we anticipate will be an invigorating and rewarding experience here in the beautiful state of Missouri. Let's embrace this time to connect, learn, and grow together.

Respectfully,
Ryan Coffman
Assistant Deputy Director
MVE | Missouri Vocational Enterprises



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PRESIDENT'S LETTER



Jeremy Elder
President



Welcome to the NCIA 2025 National Training Conference! St. Louis is often referred to as the “Gateway to the West.” Nearly two hundred years ago, thousands of pioneers prepared for uncertain journeys to seek opportunity, yearning for better futures. As we meet this year with colleagues from around the country and beyond, we will be reimagining futures. Recapturing that entrepreneurial spirit, we continue to believe that our programs have the power to transform lives, helping individuals succeed as they reimagine their own futures. Our keynote speaker, Kardell Sims, will share his own personal story of transformation that illustrates the impact we can have on others.

Each year, NCIA brings together old friends, partners and colleagues as well as providing new perspective for those attending of the first time. This is an outstanding opportunity for Correctional Industries professionals to network, to share successes, and to strategize over the challenges we face.

There will be many learning opportunities throughout the conference. In addition to a CI Director round table, this year we will also feature a CI Deputy Director round table to foster discussion among additional CI leaders. Two sessions of staff round tables will be offered where you can join with subject matter experts from around the country. Twenty educational workshops will be presented offering excellent opportunities for education and collaboration. Another new feature is a lunch and learn session I would invite you to participate in.

In addition to these learning sessions, NCIA is here to support your organization by providing networking opportunities in the exhibit hall, Vendor Spotlight and State Date. Please be sure to visit our

corporate members in the exhibit hall. Vendor support is integral to hosting these conferences and can prove vital to the success of your organization. You will notice our schedule includes multiple segments of exclusive exhibit hall time to allow you to spend some learning about products and services that support correctional industries. I also urge you to thank all our sponsors for this event, especially our two conference sponsors-3M and Keefe Group.

On Wednesday night, join with your colleagues to celebrate the accomplishments of peers in our field. Congratulations to Bill Davidson (CALPIA), this year’s recipient of the esteemed Rodli Award, Mike Jones (IN) for receiving the National Staff Award, and North Carolina for the Performance Excellence Award. Their performance sets the standard for all CI professionals.

You are invited to participate in one of two CI tours. A virtual tour of the Jefferson City Correctional Center is being offered to showcase several industries programs at Missouri Vocational Enterprises. A second option is a tour of Unicor’s operations at FCI Greenville.

Each year there is an immense amount of planning and dedication required to ensure the NCIA conference is successful. I would like to personally express appreciation to Missouri Vocational Enterprises for all the work they have done to prepare for this event along with the hard-working staff of NCIA who put forth a tremendous effort, often behind the scenes.

Please take advantage of everything this conference has to offer and enjoy St. Louis!

FLOOR PLAN

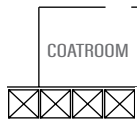
HOTEL

SECOND FLOOR

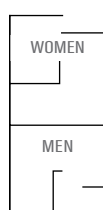
STERLING STUDIOS

- CI Staff Roundtables
- Regional Meetings

STERLING STUDIO 9
STERLING STUDIO 8
STERLING STUDIO 7
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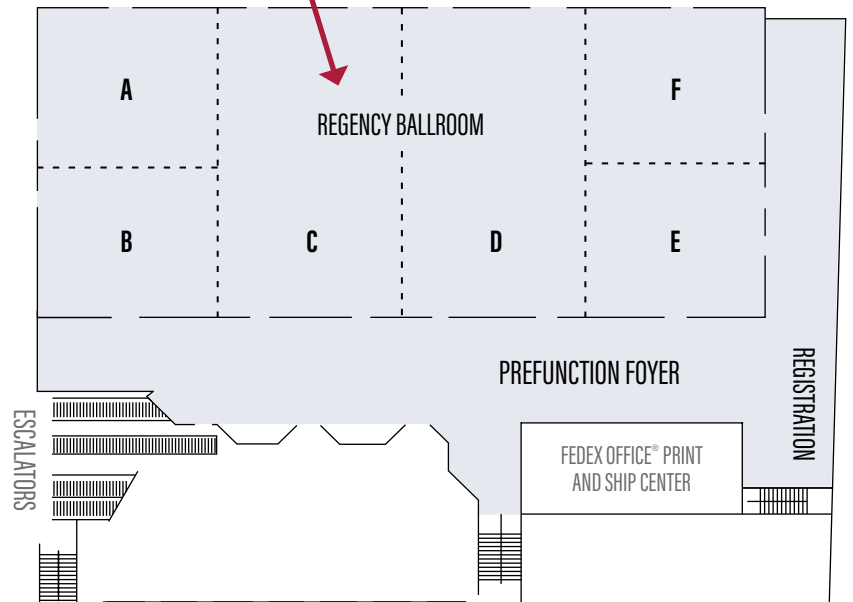


ELEVATORS



REGENCY BALLROOM

- CI Staff Roundtables
- State Date
- Opening Session
- Awards Banquet
- Vendor Spotlight
- Lunch and Learn
- Workshops

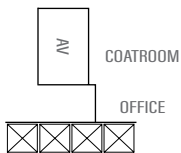


FOURTH FLOOR

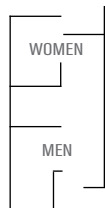
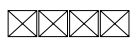
MILLS STUDIOS

- Regional Meetings

MILLS STUDIO 9
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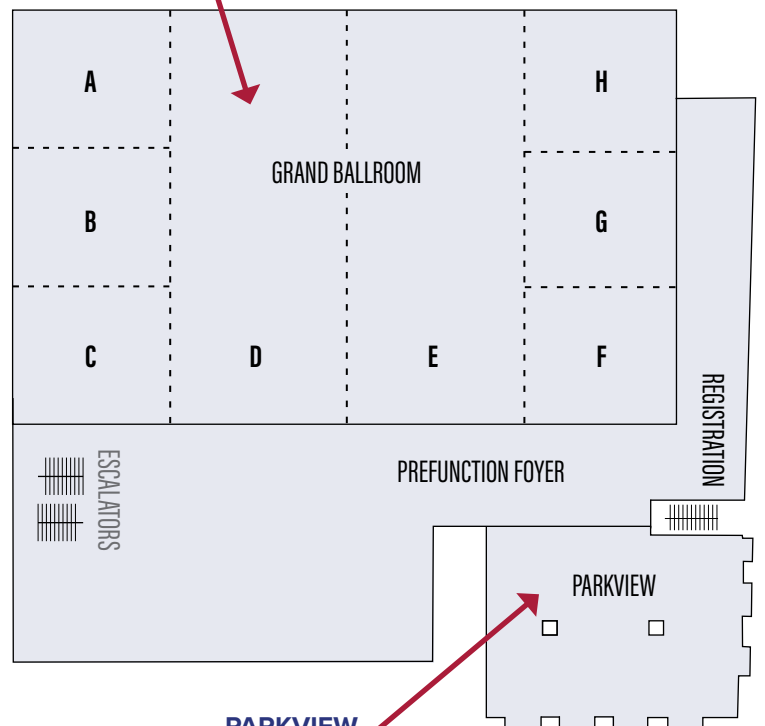


ELEVATORS



GRAND BALLROOM & FOYER

- Registration
- Exhibit Hall
- Ribbon Cutting



PARKVIEW

- CI Staff Roundtables
- Workshops
- Regional Meeting

HOTEL
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EVENT SCHEDULE

MONDAY, APRIL 14

9:00am-6:00pm

Conference Registration

Grand Ballroom Foyer (4th Floor)

9:00am-3:00pm

Exhibitor Setup

Grand Ballroom (4th Floor)

9:00am-12:00pm

NCIA Board of Directors Meeting

Gateway East (18th Floor)

10:00am-11:30am

CI Staff Roundtables (Morning Session)

Regency A, B | Sterling 3, 6, & 9 (2nd Floor) Parkview (4th Floor)

1:00pm-2:00pm

State Date

Regency Ballroom EF (2nd Floor)

2:00pm-3:30pm

CI Staff Roundtables (Afternoon Session)

Regency A, B | Sterling 3, 6, & 9 (2nd Floor) Parkview (4th Floor)

3:45pm-5:00pm

Opening Session and Keynote Address

Regency Ballroom CD (2nd Floor)

5:00pm-7:00pm

Exhibit Hall Grand Opening & Reception

Grand Ballroom (4th Floor)

TUESDAY, APRIL 15

8:30am-4:30pm

Conference Registration

Grand Ballroom Foyer (4th Floor)

9:00am-9:45am

Vendor Spotlight and Coffee Break

Regency Ballroom CD (2nd Floor)

9:45am-12:00pm

Exclusive Exhibit Hours

Grand Ballroom (4th Floor)

12:05pm-12:45pm

Lunch and Learn

Regency Ballroom CD (2nd Floor)

1:00pm-2:15pm

Concurrent Workshops

Regency A, B, E & F (2nd Floor) Parkview (4th Floor)

2:30pm-3:45pm

Concurrent Workshops

Regency A, B, E & F (2nd Floor) Parkview (4th Floor)

EVENT SCHEDULE

WEDNESDAY, APRIL 16

8:30am-2:00pm

Conference Registration

Grand Ballroom Foyer (4th Floor)

9:00am-10:15am

Concurrent Workshops

Regency A, B, E & F (2nd Floor) Parkview (4th Floor)

10:30am-1:30pm

Exclusive Exhibit Hall Hours and Lunch

Grand Ballroom (4th Floor)

2:00pm-3:15pm

Concurrent Workshops

Regency A, B, E & F (2nd Floor) Parkview (4th Floor)

2:00pm-10:00pm

Exhibit Hall Dismantle

Grand Ballroom (4th Floor)

3:30pm-4:15pm

Regional Meetings

Sterling Studios 3, 6 & 9 (2nd Floor) Mills Studio 3 & 6 (4th Floor)

6:45pm-9:30pm

Closing Awards Reception and Banquet

Regency Foyer and Ballroom CD (2nd Floor)

THURSDAY, APRIL 17

8:00am-12:00pm

FPI/UNICOR Facility Tour

Site Tour

(Meet in the Hotel Lobby)

9:00am-11:00am

Correctional Industries Tour MVE

Virtual Tour

Regency Ballroom A (2nd Floor)

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QUALITY

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KEYNOTE SPEAKER

Kardell Sims



**MONDAY
APRIL 14**



**3:45 PM–5:00 PM
OPENING SESSION**

Regency Ballroom CD (2nd Floor)



Kardell Sims is a testament to the power of transformation and the importance of second chances. Growing up on the Northside of Sedalia, Missouri, Kardell experienced firsthand the challenges of racial segregation, community decay, and the devastating impact of the crack epidemic. His early life was marked by a cycle of incarceration that lasted from age 15 to 39, including multiple stays in juvenile detention, foster homes, county jails, treatment facilities, state prisons, and federal prison.

However, during his final federal prison sentence, Kardell made a pivotal decision to change his life's trajectory. Through sheer determination, careful planning, and a significant mindset shift, he broke free from the cycle of recidivism that had defined his past.

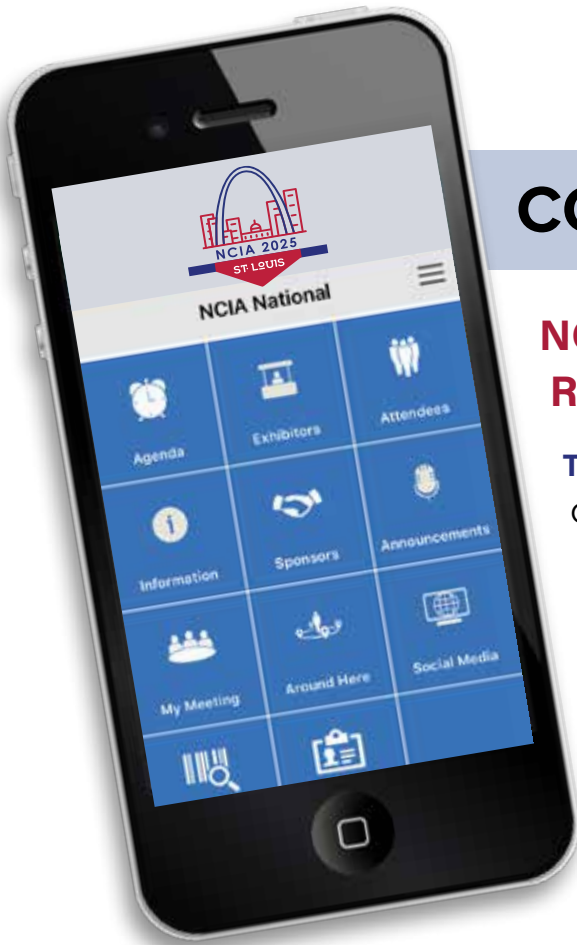
Today, Kardell is an accomplished entrepreneur, author, and one of the emerging leaders in the field of reentry. He is the founder of On The Inside Re-Entry Academy and the driving force behind the On The Inside Empowerment Workshop Tour, which has visited over 20 institutions across 8 states, providing full-day workshops featuring successful formerly incarcerated educators and correctional educators.

Kardell Sims' journey from a troubled youth to a beacon of hope for others is a powerful reminder of the potential for change that exists within every individual, regardless of their past. His work continues to inspire and empower those navigating the challenging path of reentry, proving that with the right mindset, support, and preparation, a new life is possible.

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CONFERENCE APP

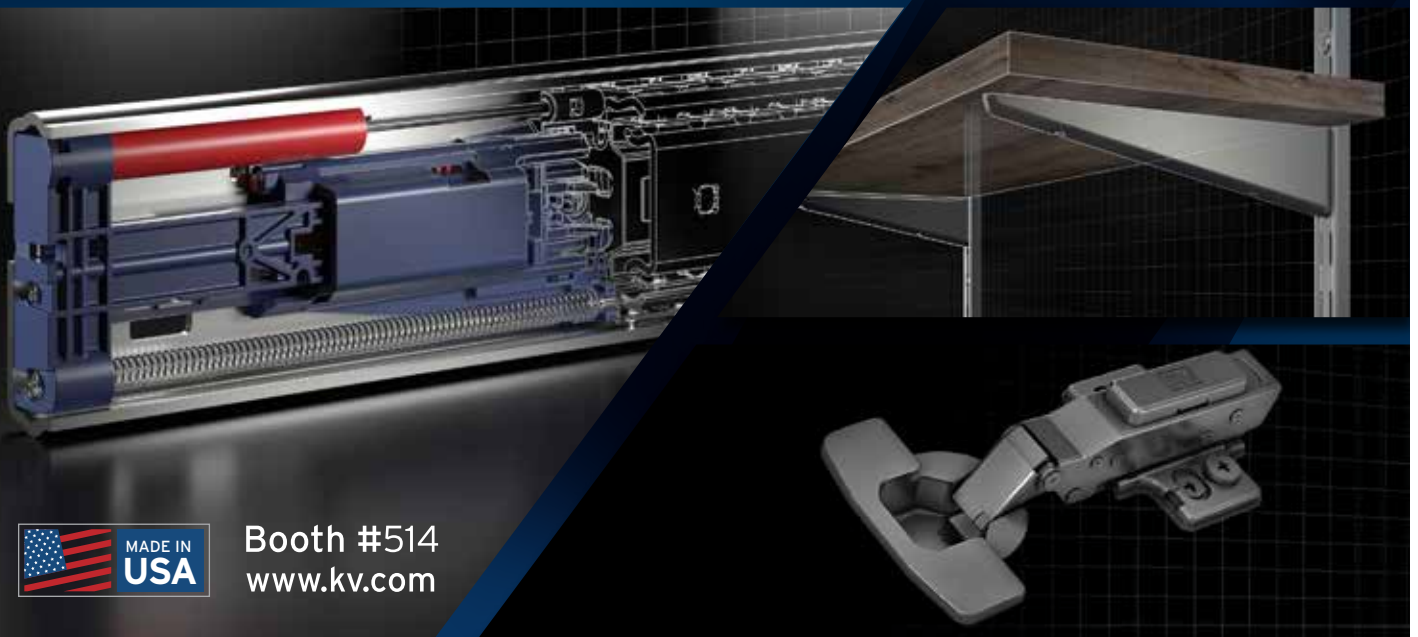
NCIA's Popular Conference Innovation Returns for 2025!

The Conference Smartphone App!

Create your own personalized conference experience by utilizing NCIA's conference app.

- Find real-time event information, including the conference agenda and announcements.
- Make networking easy by using a search engine to find people, products, vendors and sessions.
- Create a customizable list of people to meet, products to see and sessions to attend.
- Locate exhibitors using the Exhibit Hall floor plan.

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CI STAFF ROUNDTABLES

MONDAY, APRIL 14

10:00am-3:30pm

Back by Popular Demand for 2025!

All six CI Staff Roundtables will be offered twice. Once in the morning and once in the afternoon. This will allow staff the opportunity to participate in more than one roundtable. Please see the schedule below for times and locations.

***Curious about how other CIs run their industries?
Found a great business strategy you'd like to share
with your colleagues?***

Attend the CI Staff Roundtables where CI staff engage in roundtable discussions focused on individual industries and enterprise-wide issues. Prepare for a dynamic and informative conversation as CI practitioners from around the country share their insights into making great CI operations.

Participation in the CI Staff Roundtables is limited to Correctional Industries practitioners. Additionally, registration and participation in any single roundtable is limited to two (2) staff per state.

2025 CI Staff Roundtables Schedule

10:00 AM – 11:30 AM

CI Staff Roundtable: **Sales and Marketing**
Regency A (2nd Floor)

2:00 PM – 3:30 PM

CI Staff Roundtable: **Sales and Marketing**
Regency A (2nd Floor)

10:00 AM – 11:30 AM

CI Staff Roundtable: **Custom Product Designs**
Regency B (2nd Floor)

2:00 PM – 3:30 PM

CI Staff Roundtable: **Custom Product Designs**
Regency B (2nd Floor)

10:00 AM – 11:30 AM

CI Staff Roundtable: **Impact of Mental Health
on Incarcerated Individuals**
Parkview (4th Floor)

2:00 PM – 3:30 PM

CI Staff Roundtable: **Impact of Mental Health
on Incarcerated Individuals**
Parkview (4th Floor)

10:00 AM – 11:30 AM

CI Staff Roundtable: **Reentry Training and
Employer Partnerships**
Sterling Studio 9 (2nd Floor)

2:00 PM – 3:30 PM

CI Staff Roundtable: **Reentry Training and
Employer Partnerships**
Sterling Studio 9 (2nd Floor)

10:00 AM – 11:30 AM

CI Staff Roundtable: **Ecommerce**
Sterling Studio 6 (2nd Floor)

2:00 PM – 3:30 PM

CI Staff Roundtable: **Ecommerce**
Sterling Studio 6 (2nd Floor)

10:00 AM – 11:30 AM

CI Staff Roundtable: **Staff Wellness**
Sterling Studio 3 (2nd Floor)

2:00 PM – 3:30 PM

CI Staff Roundtable: **Staff Wellness**
Sterling Studio 3 (2nd Floor)

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SPONSOR & EXHIBITOR SPECIAL EVENTS

Join Us for State Date!

MONDAY, APRIL 14

1:00pm-2:00pm

Regency Ballroom EF (2nd Floor)

NCIA 2025 Event Sponsors and NCIA Corporate Plus Members will have the unique opportunity to meet one-on-one with specific CI representatives of their choice. Modeled after speed dating events, meetings will be eight minutes in length and offer the opportunity to meet with up to six correctional industries agencies.



Vendor Spotlight/Coffee Break

TUESDAY, APRIL 15

9:00am-9:45am

Regency Ballroom CD (2nd Floor)

Enjoy complimentary coffee and continental breakfast during the Vendor Spotlight and hear a summary of what each exhibitor is bringing to you for 2025.

Food & Beverages Sponsored by:



Beverage Break Sponsored by:





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LUNCH & LEARN

With **Michelle Cirocco**, CEO, Televerde Foundation

TUESDAY, APRIL 15

12:05pm-12:45pm



Unlocking Potential: How Correctional Industries and Private Sector Partnerships

Overview:

Have you ever made a decision you wish you could take back? A moment that didn't define the rest of your life? For millions of incarcerated individuals, one mistake often becomes a lifelong barrier to opportunity. But it doesn't have to be that way.

Join Michelle Cirocco, CEO of Televerde Foundation, for an inspiring Lunch & Learn that redefines what's possible when correctional industries and their private sector partners collaborate to provide reentry programming and workforce training. Discover how these partnerships can transform employment behind bars into a launchpad for sustainable careers post-release—while creating lasting benefits for businesses, communities, and local economies.

- ▶ **The Power of Employment as a Catalyst for Change:** How meaningful work experience during incarceration builds confidence, skills, and a sense of purpose that carries into life after release.
- ▶ **The Missing Link: Reentry Programming:** Why providing personal development, career readiness, and transitional support is critical to helping individuals translate their employment experience into long-term success.
- ▶ **Proven Results in Arizona and Indiana:** Learn how Televerde Foundation's reentry programs have achieved less than 1% recidivism with 95% post-release employment in Arizona and Indiana, setting a new standard for what's possible.
- ▶ **Business Benefits and Community Impact:** Understand how partnering with reentry programs not only improves lives but also strengthens the workforce, reduces turnover, and enhances brand reputation through corporate social responsibility.

Why It Matters:

This session is more than a conversation about second chances — it's about changing the trajectory of lives, families, and entire communities. When we invest in people, we all win.

By supporting reentry programming, correctional industries and their private sector partners play a pivotal role in breaking cycles of incarceration, empowering individuals to thrive, and building healthier, more resilient communities.

Don't miss this opportunity to explore how you can be part of a solution that benefits both individuals and society. Together, we can redefine success and unlock the potential within every person.

Lunch and Learn Sponsored by:



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BOARD & REGIONAL MEETINGS

NCIA Board of Directors Meeting

MONDAY, APRIL 14

9:00am-12:00pm

Gateway East (18th Floor)

Regional Meetings

WEDNESDAY, APRIL 16

3:30pm-4:15pm

Western Regional Meeting

Sterling Studio 3 (2nd Floor)

Southeast Regional Meeting

Sterling Studio 6 (2nd Floor)

Central Regional Meeting

Mills Studio 3 (4th Floor)

Northeast Regional Meeting

Sterling Studio 9 (2nd Floor)

Southcentral Regional Meeting

Mills Studio 6 (4th Floor)

CONFERENCE

WORKSHOPS



TUESDAY, APRIL 15

1:00pm-2:15pm

Private Industry Hiring Made Easy

Regency Ballroom A (2nd Floor)

Presenters: **Mark Daugherty** and **Kari Johnson Brown** – Kansas Correctional Industries

Moderators: **Rich O'Donnell** and **Heidi Chiles** – Kansas Correctional Industries

The goal behind the KCI workshop referencing our Jobs website is to assist CI's and PI Partners in their pursuit of a qualified workforce. We are aware that with the choice of partnering with a correctional institution limitations can arise for a pool of qualified workers. However, this type of website allows access to applicants across the state within our Correctional Facilities. Residents can create a profile listing what their qualifications are and at which Correctional Facility they are currently located. Unit Management processes potential workers into a designated pool which allows them to see all the available jobs across the state, posted by PI Partners for their classification. These jobs are entered into this website by the PI Partner's. The residents can apply for the jobs they are interested/qualified for, and PI Partners can then review applications and request interviews of potential candidates for employment and at times residents are re-assigned to the Facility wishing to employ the resident. This application portal is beneficial to the private partners, traditional industries, the DOC and the residents authorized to participate in the program. Residents are learning soft skills, creating resumes for work history, participating in interviews and eventually learning a skill set while working. We also want to provide those Partners with the ease of information at their fingertips. There are quick links to the Employer

Workshops sponsored by:



Guidelines as well as Partnership Incentives and Resources. Through these links Partners can easily verify key points from their contracts or read through information regarding incentives for working with the PIECP program. They can also connect to resources with the Work Force Alliance and Kansas Works.

Certifications That Helps Transition Reentrants Back into Society

Regency Ballroom B (2nd Floor)

Presenter: **Dr. Anne Saint** – Pennsylvania Correctional Industries

Moderator: **Rich Gaul** – Pennsylvania Correctional Industries

Identify operations within your current CI that are suitable for technical/operational skills certification. Research available training that offer certifications. Learn different labor market needs that offer certification programs. How to get buy-in from Legislators to hop-on-board with your CI's programs. Who are your key players? What certification gives the most value for the reentrant. We will discuss your state issues while sharing other states' maneuvers that resolve roadblocks.

The Art of Coaching: 10 Steps to Establishing Excellence

Regency Ballroom E (2nd Floor)

Presenter: **Michael Strange** – Virginia Correctional Enterprises

Moderator: **Barry Peins** – Virginia Correctional Enterprises

If you are being held responsible for the results of a team and have members with behavior and or performance issues, your ability to establish a standard of excellence and hold people accountable to those standards will determine the team's success or failure. When the same behavior or performance issues persist, it is the manager who is failing to produce positive results. When you learn to implement this coaching process properly, your results will improve dramatically and faster than you can imagine.

Audio Visuals Sponsored by:

WALD

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VISTARSM *Corrections*

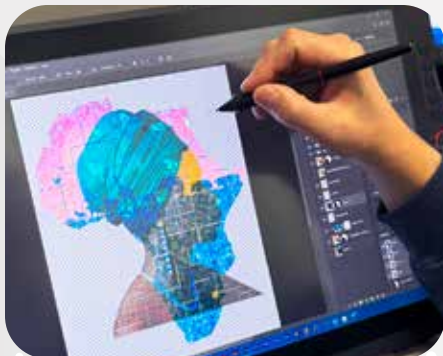


Changing Lives

Oregon Corrections Enterprises (OCE), while primarily serving business partners and communities in Oregon, has products and services we provide across the country. We offer graphic design, video production, and 3D rendering, as well as high volume professional envelope production. And look for our line of Prison Blues Brand Clothing anywhere in the world!

CONTACT US ON OUR WEBSITE

See the full array of products and services, read our compelling stories, and engage with us on social media. Just scan the QR code below to find our site and go from there!



How Industries Impacts Successful Reentry — Customizing the Future of Correctional Industries and the Lives of Incarcerated Individuals

Regency Ballroom F (2nd Floor)

Presenters: **DeLana Bellville Powell** and **William Rutledge** – Georgia Correctional Industries

Moderator: **Kevin Johnson** – Georgia Correctional Industries

We will take a close look at Georgia Correctional Industries' efforts to enhance the opportunities for incarcerated individuals. Helping them to build the groundwork to successfully reenter society. We'll also look at how custom orders are playing a larger part in our organization and how they are helping to shape the future for GCI and the incarcerated individuals that we work with.

Insight from Sound: The Impact of Speech Analytics in Correctional Facility Call Centers

Parkview (4th Floor)

Presenter: **Brandon Wells** and **Lynda Levesque** – Oregon Corrections Enterprises

Moderator: **Melanie Doolin** – Oregon Corrections Enterprises

Discover OCE's journey in creating and implementing a custom speech analytics platform. Explore the advantages of this technology in prison call centers, emphasizing its enhancements in communication monitoring, security protocols, and fostering a more professional environment.



CONFERENCE

WORKSHOPS



TUESDAY, APRIL 15

2:30pm-3:45pm

Correctional Industries: A Road to Retirement for Incarcerated Workers

Regency Ballroom A (2nd Floor)

Presenter: **Lloyd Arnold** and **Lindsey Ellison** – Indiana Correctional Industries

Moderator: **Patrick Rich** – Indiana Correctional Industries

In a recent discussion with an incarcerated worker in Indiana, the question was raised, “What do I do when my body will no longer allow me to work?” This incarcerated individual has been involved in a work assignment with Indiana Correctional Industries (ICI) for several years. He uses the wages he earns at ICI to pay for the things he needs to support him during his time of incarceration. He shared that he no longer has a family who can help financially, so he feels not working is not an option. This same incarcerated individual has many more years of his sentence to serve, but as his body ages, he fears he will not be able to physically perform the requirements of his work assignment in the coming years. This conversation prompted Indiana to ask other Correctional Industries (CIs) if they offer “retirement plans” for their incarcerated workforce. NCIA sent out a survey, and the results showed that no CIs offer any type of retirement plan for incarcerated workers at this time. Please join us in a workshop discussion where you will have an opportunity to share thoughts and ideas regarding incarcerated worker retirement plans in the hopes of developing a plan that can be offered to long-term workers who have reached an age where working is no longer an option.

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Effectively Marketing CIs in a Shifting Landscape Workshop

Regency Ballroom B (2nd Floor)

Presenter: **Joseph Spicer** – Oregon Corrections Enterprises

Moderator: **Melanie Doolin** – Oregon Corrections Enterprises

Join OCE as we share the tools, team building, and techniques we use to effectively staff our marketing department, utilize current technologies, and modernize our presence in today's marketplace. We'll share how we built our team, sought out the best talent and fit for our unique business model, and upscale our digital presence on social media channels, ecommerce platforms, and procurement portals. From punch out to LinkedIn, and reels to videos, we've completely changed our public presence. See how!

Rebranding your CI

Regency Ballroom E (2nd Floor)

Presenter: **Bill Davidson** and **Suzie Changus** – CALPIA

Moderator: **Michele Kane** – CALPIA

Are you looking to change the name of your CI? Would you like to convey your organization's focus on rehabilitation more clearly? Is this the right time for a branding change? As CALPIA undergoes the comprehensive process to change its name, the agency will share inside information to successfully implement an organizational branding and identity change. In this workshop, hear how to manage the scope, cost and timeline for your organizational rebranding. CALPIA will also share its unexpected hurdles and wins along the way. William Shakespeare asked the question, "What's in a name?" Learn why it matters, how to align rebranding efforts to your CI's mission, vision, and values, and how to share the story of rebranding with your stakeholders.

The Logistics of Post-Release Success

Regency Ballroom F (2nd Floor)

Presenter: **Bill Lewis** and **Tanya Hudnall** – Texas Department of Criminal Justice

Moderator: **Megan Walker** – Texas Department of Criminal Justice

Join the Texas Department of Criminal Justice – Manufacturing, Agribusiness and Logistics (TDCJ-MAL) Division as they share information about their robust warehousing and distribution operations. Occupations in the material handling sector are projected to have above average job growth in the next several years, and estimated to have over one million annual job openings in the U.S. MAL oversees warehousing and distribution operations to provide incarcerated individuals with job skills training in an occupation with readily available employment options. By doing so, MAL is also able to ensure TDCJ necessity items are stocked and available to facilities throughout the state. Recently, MAL expanded industry level certification opportunities in its



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logistics operations, and in logistics-related job assignments within its manufacturing facilities to further promote post-release employment success. Workshop attendees will be provided with an overview of the department's operations, job skills training and certification opportunities, and efforts to bridge the gap between job-assignment to employment.

Financial Accounting is a TEAM SPORT! How Transparency and Accountability can Transform Financial Reporting in Correctional Industries

Parkview (4th floor)

Presenter: **Matthew Newman** and **Felicia Dunston** – Ohio Penal Industries

Moderator: **Shaun Martin** – Ohio Penal Industries

This workshop will discuss how financial reporting was updated at OPI to improve transparency, accountability, and accuracy across the organization. Shop managers are now a very important part of the team and provide regular review and insight on how their financial numbers impact the mission of CI. From inventory accounting to accounts receivable management, our CI has initiated a collaborative model to involve shop staff in innovative ways to gain better understanding and control of income statements, ERP management, and cash flow reporting. We are excited to share our experiences and gain new insights from our colleagues across other Correctional Industries organizations!



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WORKSHOPS



WEDNESDAY, APRIL 16

9:00am-10:15am

The OCE Reentry Program —A Continuum of Care Model

Regency Ballroom A (2nd Floor)

Presenters: **Jeremy Beaumont** and **Linda Simpson** – Oregon Corrections Enterprises

Moderator: **Melanie Doolin** – Oregon Corrections Enterprises

In April 2023, Oregon Corrections Enterprises (OCE), a self-sustaining organization, invested resources to hire a Reentry Manager to provide support to adults in custody (AICs) participants in obtaining employment pre-release. While Correctional Industries provide essential workplace skills, certifications and credentials that prepare them for employment, successful reentry also requires support services and resources pre- and post-release to reintegrate safely and successfully back into the community. OCE recognizes reentry is not one-size fits all and delivers a comprehensive and holistic approach to facilitate successful reentry.

Unlock Continuous Improvement —Toyota Kata Workshop 1

Regency Ballroom B (2nd Floor)

Presenter: **Brandon Bunn** and **Bill Iacovelli** – North Carolina Correction Enterprises

Moderator: **Torrey Leach** – North Carolina Correction Enterprises

Discover the power of the Toyota Kata Improvement Method as the cornerstone of lean manufacturing and continuous improvement. This immersive, hands-on workshop is designed to transform your organization's culture by equipping you with the tools and mindset necessary for sustained progress. Learn how these principles can revolutionize problem-solving and drive

continuous improvement within your team. Understand how to foster a culture of continuous improvement, where both staff and incarcerated individuals collaborate to enhance production processes. Learn how to empower your team to tackle challenges systematically, using a structured approach that encourages experimentation, reflection, and adaptation.

Missouri Department of Corrections Dynamo Community Experience

Regency Ballroom E (2nd Floor)

Presenter: **Ashlie Brooks** and **Larry Allen** – Missouri Department of Corrections

Moderator: **Clay Stanton** – Missouri Department of Corrections

Along with numerous vocational opportunities, in April 2023, NECC opened the Dynamo Community Experience (DCE) with 14 residents. This model was inspired by the Norway prison model. Efforts have been made to develop an environment that supports the following four core elements:

Utilization of Dynamic Security Practices: We encourage a professional rapport between staff and residents. Staff will be a resource for these residents on issues or concerns related to issues inside or outside the facility. Staff are taking an active role in supporting these residents in their daily life and encouraging them to live the best life possible.

The Principle of Normalcy: Residents will experience a great deal of ownership over their day to day schedule and activities. We believe it is important for them to have a life that mirrors the life of individuals in our communities as much as possible, even in a correctional setting. This will involve such things as being responsible for getting themselves prepared and reporting to work on time, planning their meal times, scheduling their recreation times, participating in community betterment activities, and participating in programming for their own betterment.

A Focus on Humanity: As all individuals have value, they are expected to treat others with kindness and respect just as staff and other residents are expected to treat them with kindness and respect.

Reintegration into Society: It is our goal to create community living at NECC that will enhance the resident's quality of life.



The image displays four rolls of upholstery materials stacked diagonally. The top roll features a vibrant, multi-colored geometric pattern of triangles in shades of blue, green, and purple. Below it is a roll of light beige material with a fine, pebbled texture. The third roll is a dark navy blue material with a similar pebbled texture. The bottom roll is a green material with a visible woven fabric texture. The background is a solid dark grey.

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Enhancing Strategic Planning

Regency Ballroom F (2nd Floor)

Presenter: **Franklin Powell** and **Todd Plimpton** – Idaho Correctional Industries

Moderator: **Brooke Albiston** – Idaho Correctional Industries

I'd like you to please discover how Idaho Correctional Industries (ICI) employs a strategic planning trident that merges organizational vision, operational efficiency, and individual employee improvement into a cohesive system of excellence. By addressing long-term goals, ensuring day-to-day effectiveness, and empowering individuals, ICI is setting the gold standard for correctional industry strategic planning. This workshop will give you actionable insights and techniques to revolutionize your organization's strategic approach.

"The workshop, "Enhancing Strategic Planning," will showcase Idaho Correctional Industries' (ICI) innovative approach to strategic planning, which integrates organizational vision, operational efficiency, and employee empowerment into a unified system of excellence. Attendees will explore key strategies for aligning individual growth with organizational goals, practical tools for implementation, and real-life case studies demonstrating success. The interactive format will feature presentations, discussions, and hands-on activities designed to provide participants with actionable insights, empowering them to revolutionize their own strategic planning processes and improve employee engagement."

Identifying Your CI's Next Generation of Leaders

Parkview (4th Floor)

Presenter: **Bill Davidson** and **Debi Kamakani** – CALPIA

Moderator: **Michele Kane** – CALPIA

How are you planning for the next generation of leaders for your CI? Succession planning is a dedicated and progressive effort to identify those critical positions and required competencies. As government agencies finish riding the "Silver Tsunami" of mass retirements, a formal succession plan enables your CI to develop a sustainable workforce. How do you identify and bridge any departmental gaps while providing support and resources to strengthen a competitive talent pool? CALPIA will share the highlights of its Executive Leadership Academy and provide the ins and outs to establish one within your CI. Find out how to create a workable succession plan and develop future leaders. Learn the benefits of a gap analysis and risk identification. Hear how to develop a key position pipeline with a measurable action plan and competency model. Your CI's future success begins with succession.

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CONFERENCE

WORKSHOPS



WEDNESDAY, APRIL 16

2:00pm-3:15pm

Missouri Reentry: Building the Framework for Success

Regency Ballroom A (2nd Floor)

Presenter: **Melany Neal** and **Billie Since** – Missouri Vocational Enterprises

Moderator: **Joshua Hickman** – Missouri Vocational Enterprises

This presentation focuses on the critical role reentry services play in preparing individuals for a successful transition from incarceration to community life. Through innovative programs, collaborative partnerships, and tailored support, the Missouri Department of Corrections aims to empower individuals to overcome barriers, reduce recidivism, and build a foundation for sustainable success.

Deepening Your Continuous Improvement Journey —Toyota Kata Workshop 2

Regency Ballroom B (2nd Floor)

Presenter: **Brandon Bunn** and **Bill Iacovelli** – North Carolina Correction Enterprises

Moderator: **Torrey Leach** – North Carolina Correction Enterprises

Building on the foundational knowledge acquired in our initial Toyota Kata workshop, this advanced session delves deeper into the principles and practices of the Toyota Kata Improvement Method. Designed for those who have completed the introductory workshop, this session aims to refine your skills and further integrate continuous improvement into your organization's culture. Explore the tools and techniques within the Toyota Kata framework, enhancing your ability to address complex challenges. Learn how to coach others in the practice of Toyota Kata, fostering a culture of continuous improvement at every level of your organization. Learn how to cultivate a mindset that encourages innovative solutions and creative problem-solving.

The first Toyota Kata workshop —“Unlock Continuous Improvement —Toyota Kata Workshop 1”, should be attended prior to this workshop.

Industries Products, Equipment, Operations, Sales and Marketing: BCE Wisconsin Sign Hydro Stripping Sign Reuse Partnership Program

Regency Ballroom E (2nd Floor)

Presenter: **Mark Hennessy** – Wisconsin Bureau of Correctional Enterprises

Moderator: **Wes Ray** – Wisconsin Bureau of Correctional Enterprises

Join Wisconsin's Bureau of Correctional Enterprises as they share information about their game changing Sign Recycling/Reclaiming/Reuse program. BCE has utilized their Sign Reuse Program to drive tremendous growth within their Road & Trail Signage industry. Workshop attendees will be provided with an overview of BCE's Sign Reuse Partnership program that will include its origin, continuous marketing efforts, sign collection, how the hydrostripping process works, its financial impact, and long-term sustainability.

Implementing Quality Healthcare Cleaning Services—Post Pandemic

Parkview (4th Floor)

Presenter: **Robert Hernandez** and **Nicole Collins** – CALPIA

Moderator: **Michele Kane** – CALPIA

Is your DOC experiencing challenges with cleaning or sanitizing prison healthcare areas? Has your CI thought of implementing a healthcare cleaning program? Hospital level cleaning is critical to ensure the health and well-being of all incarcerated individuals, medical and institutional staff. CALPIA's Business/Program Model was developed based on the needs of CALPIA's partner the California Department of Corrections and Rehabilitation. The Healthcare Facilities Maintenance program has allowed CALPIA to provide more than 1,200 job opportunities annually, along with nationally recognized job certifications for incarcerated individuals. There are numerous success stories with graduates working in hospitals, dental offices, office buildings, along with some starting their own cleaning businesses. CIs continue to adapt to the ever-changing healthcare environment post pandemic. Hear how CALPIA implemented best practices through new product development, changed chemical dilution ratios, and adopted more advanced cleaning methods to combat airborne transmittable diseases. In this workshop, learn how to implement a sustainable healthcare cleaning program that not only helps your DOC, but ensures meaningful training opportunities for incarcerated individuals.





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Missouri Infant Nursery Program: Open 2025!

Regency Ballroom F (2nd Floor)

Presenter: **Kim Perkins** – Missouri Vocational Enterprises

Moderator: **Debra Moore** – Missouri Vocational Enterprises

This will be an update on the new nursery program in Missouri. The opening date for the first mom is anticipated January 2025! This workshop will give you a little background information on how we got to this place, what has happened since opening, and the vision for the Nursery Program.



AWARDS BANQUET



WEDNESDAY, APRIL 16

Regency Ballroom CD (2nd Floor)

RECEPTION: 6:45pm-7:30pm

BANQUET: 7:30pm-9:30pm

Award Categories Include:

**Rodli Award | National Staff Award
Regional Staff Awards | Honor Roll Staff Awards
Performance Excellence Award**

Every year, NCIA makes a special effort to acknowledge individuals whose extraordinary skill and leadership in their respective programs improve Correctional Industries as a whole. Join your fellow CI professionals in recognizing the 2025 award winners for all their hard work and celebrate their achievements at the NCIA Awards Banquet.



2025 AWARD RECIPIENTS

Join your fellow CI professionals in recognizing
the 2025 award winners for all their
hard work and celebrate their achievements
at the NCIA Awards Banquet.

Rodli Award Recipient:

William Davidson (CALPIA)

Performance Excellence Award:

North Carolina Correction Enterprises

National Staff Award Recipient:

Mike Jones (IN)**

Staff Award Regional Recipients:

Western Region: **Joshua Conner** (WA)*

Central Region: **Mike Jones** (IN)**

Northeast Region: **Matt Vozniak** (PA)*

Southeast Region: **Torrey Leach** (NC)*

South Central Region: **Chris Ponthieux** (LA)*

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Pennie Clymer (MI)
Richard Corning (WI)
Karen Donahue (IA)
Anna Fischer (MN)
Mike Jones (IN)**
Rodney Keck (FPI)

Southeast

Larry Lindsay (AL)
William Banner (FPI)
Lakethia Tolen (GA)
Torrey Leach (NC)*
James Northcott (TN)
Vickie Kirby (VA)

Western

Dustin Brendel (ND)
Annette Burtzoff (ID)
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Bill Doman (OR)
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Dave McDonald (MT)
David Palma (AZ)
Cullen Wise (FPI)

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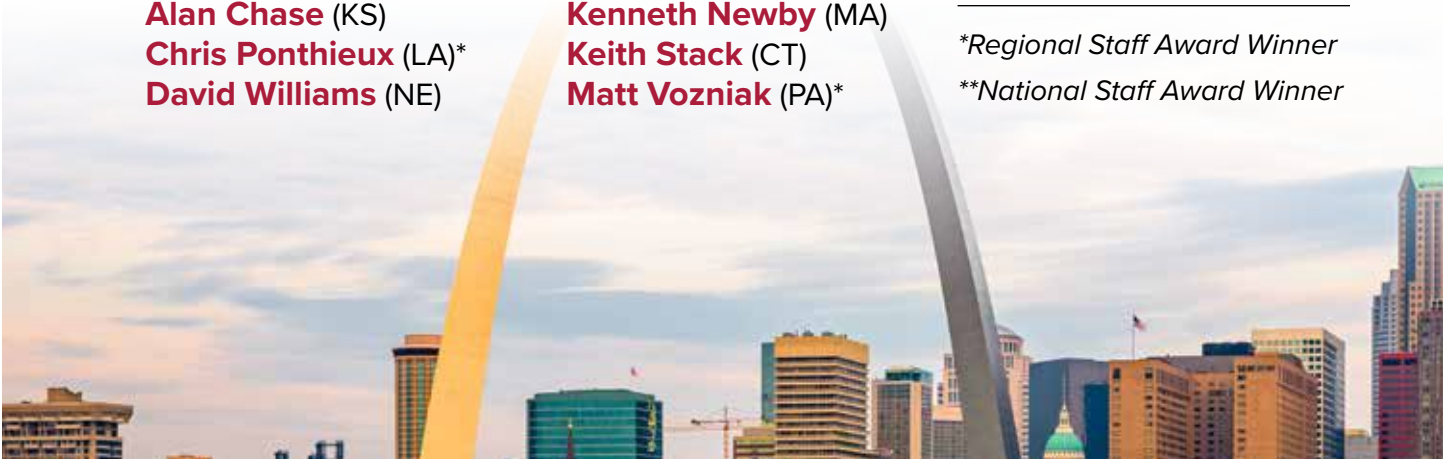
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Alan Chase (KS)
Chris Ponthieux (LA)*
David Williams (NE)

Northeast

Keith Findeis (FPI)
Kenneth Newby (MA)
Keith Stack (CT)
Matt Vozniak (PA)*

**Regional Staff Award Winner*

***National Staff Award Winner*



Thank You
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NCIA extends our gratitude to Missouri Vocational Enterprises for their months of hard work and dedication in hosting the conference. Your unwavering commitment and effort made this conference a tremendous success.

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VIRTUAL TOUR

THURSDAY, APRIL 17

9:00am-11:00am

Regency Ballroom A (2nd Floor)

Hosted by: **Missouri Vocational Enterprises**

MVE | Virtual Tour

Jefferson City Correctional Center,
Jefferson City, Missouri

Jefferson City Correctional Center (JCCC) is located just miles away from the historic Missouri State Capitol, in Jefferson City. JCCC opened in September 2004 and is located on a sprawling 42 acres. This facility houses approximately 1,800 residents and is a medium/maximum security camp.

In addition to correctional industries, JCCC has several programs in place to help our residents prepare themselves to be productive citizens upon release. Some of these programs include the HiSet Program, Restorative Justice, Intensive Therapeutic Community, Jeftown Productions (video team), Center for Braille and Narration Production, and Puppies for Parole.

Missouri Vocational Enterprises (MVE) proudly employs 258 resident workers through several correctional industries located within JCCC. Industries include furniture, engraving, sign shop, graphic arts, cartridge recycling, license plates, and clothing. Our resident workers are perceived as an extension of MVE's mission for training today for a successful tomorrow. The residents can gain valuable knowledge, skills, and training that they can apply once placed back into our communities throughout the state and the country.

Our largest industries located inside of JCCC are easily the clothing, license plates, and the furniture factories. The clothing factory boasts embroidery, screen printing, and several product lines ranging from officer clothing to resident clothing. The clothing factory produces the majority of softline items that are distributed around the state.

Step inside MVE's furniture factory, and a warm, freshly cut wood scent greets you. Sawdust peppers the floor as resident workers cut, measure, stain, seal, and create heirloom quality furniture. Finished furniture products span all over the state – from the Governor's Mansion to college campuses, and firehouses. MVE's license plate factory pumps out 2.5 million license plates each year. This factory produces standard embossed license plates, specialty flat plates, city and county plates, and custom created plates for gifts. Without virtually any slow periods, the license plate factory runs at full speed five days a week, all year long.

The sign shop creates everything from basic street signs to National Park signs! In fact, most of Missouri's street signs are made right here, in our humble factory.

Graphic arts is a unique, and complimentary piece to the sign shop and license plate factories. Here, our resident workers create stickers (including diecuts), labels, graphic design, custom license plate designs, and more!

Our most unique factory at JCCC is engraving! This factory boasts leather work, stained glass, art works in various forms, wood working, laser engraving, braille signs, framing, and so much more! This factory is chock-full of creativity and productivity. These residents are truly artisans!

At MVE, we are very proud of all the workers in our JCCC factory complex. Our resident workers are dedicated to earning their DOL Apprenticeships while providing high quality product, and services, to the end users. We appreciate you allowing us the opportunity to proudly share our MVE JCCC factories with you.



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CORRECTIONAL INDUSTRIES

SITE TOUR

THURSDAY, APRIL 17

8:00am-12:00pm

Meet in the Lobby

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Hosted by: **Federal Bureau of Prisons and Federal Prison Industries (UNICOR)**



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During the tour, you will have the opportunity to visit the textile factory that is capable of producing a daily average of over 600+ army combat uniforms for the U.S. army. You will also have the opportunity to see incarcerated individuals learning one of the trades offered at FCI Greenville.

Apprenticeship Programs

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- Sewing Machine Repairer
- Quality Assurance
- Cabinet Making
- Landscaping
- Carpentry



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CONFERENCE

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EXHIBIT HALL

FLOOR PLAN

Grand Ballroom (4th Floor)

MONDAY, APRIL 14

5:00pm-7:00pm

TUESDAY, APRIL 15

9:45am-12:00pm

WEDNESDAY, APRIL 16

10:30am-1:30pm

117	216
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113	212

LOUNGE

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613	712

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FIRST TACTICAL

Booth: 313

Since 2015, First Tactical has been dedicated to redefining public safety apparel with cutting-edge innovation and unbeatable value. Our team, backed by decades of experience in the tactical industry, has pioneered some of the most trusted gear used by professionals today. We take pride in our unique 4-step product development process: Listen, Engineer, Field Test, and Deploy—designed to meet the needs of public safety officials. With a deep respect for the critical role they play, we are proud to support those who protect and serve. Together, we are committed to enhancing the safety and performance of those on the front lines.

MIKE'S BETTER SHOES

Booth: 410

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Timberland and much more. We service offenders Personal Property, Prison Commissary and Medical Departments. We will take the time to listen and understand your requirements and limitations. We will curate a selection of footwear that meets your needs. We are dedicated to the safety and satisfaction of the staff and the offenders.

PIERCE APPAREL

Booth: 207

Pierce Apparel is a premier uniform manufacturer serving multiple markets, including state and local public safety service markets. Leveraging in-house expertise in all facets of manufacturing, supply chain management and e-commerce, we partner with our clients to create custom uniforms, apparel, and spirit wear, along with other branded product lines, to enhance team, brand and image for all key stakeholders and supporters. The solutions we offer to the correctional industry are:

- ▶ Totally turnkey custom uniforms; custom fabric, style and colors
- ▶ Hybrid uniform programs, with custom certification and training programs and supply chain/logistics management
- ▶ Garment industry equipment leasing
- ▶ Fundraising programs built on exclusive access to discounted products

Call us at (516) 477-5407 to see if there are ways we can partner to better serve a shared mission!

SANMAR

Booths: 602 & 604

Family-owned since 1971, Issaquah, WA-based San-Mar is an award-winning supplier of retail, private label and mill brands. We supply apparel and accessories to screen printers, embroiderers, promotional products distributors, athletic dealers, industrial launderers and more.

COMMISSARY

KEEFE GROUP

Booths: 402 & 404

Keefe Group, and its affiliates — Keefe Commissary Network, Access Securepak, Access Corrections, ICSolutions and Advanced Technologies Group, is the nation's leading supplier of food products, personal care products, electronics, clothing, technology, telecommunications and software solutions to the correctional market. Since 1975, Keefe has serviced the correctional market exclusively and pioneered the evolution of products, packaging and technology services to fit the needs of facilities nationwide.

UNION SUPPLY

Booths: 502 & 504

Union Supply Group has been an exclusive supplier of commissary goods and services to the correctional industry for 32 years. Union Supply Group draws on its industry-leading experience to provide the most innovative, secure, and reliable solutions to all of your commissary and direct-to-inmate needs.

VISTAR CORRECTIONS

Booths: 503 & 505

MORE than just products. Partners in GROWTH. VISTAR caters to the unique needs of over 60,000 customers nationwide through a diverse product range of over 30,000 SKUs, supported by twenty-four national distribution centers serving thirteen sales channels. VISTAR Corrections (a division of Vistar), serves the Corrections channel with food and non-food products, including frozen and refrigerated, with a fleet of company owned operated, temperature-controlled trucks and a team of Key Account Managers and Customer Service Representatives dedicated to the Correctional industry.

Visit us at: www.VISTAR.com or call customer service to connect with a Key Account Manager eager to answer your questions and facilitate your needs. Western region (775) 358-8585; Eastern region (877) 662-9462.

COMMUNICATIONS

KIWICHAT, INC

Booth: 511

KiwiChat addresses communication challenges by offering cost-effective solutions that allow incarcerated individuals to securely connect with private companies, third-party employers, and more — without compromising safety or compliance. Our platform provides a secure, controlled method for individuals to engage in real-world communication.

CORRECTIONAL INDUSTRIES

BOB BARKER COMPANY

Booth: 307

In 1972 Bob Barker set up his business in the back of a barber shop and started supplying food service equipment to jails. From those modest beginnings, Bob Barker Company has introduced many new, innovative products to help solve customers' problems and make corrections and detention facilities safer. CO-OP Agreements: Bob Barker Company is an approved vendor and holds national contracts with GSA Advantage, National IPA, BuyBoard, Operational Services Division (OSD) of the Commonwealth of Massachusetts, and OMNIA Partners. The company offers the broadest product line and largest inventory of corrections and detention supplies to federal, state, and local government agencies and select businesses.

Bobbarker.com

(800) 334-9880

CALIFORNIA PRISON INDUSTRY AUTHORITY

Booths: 614 & 616

The California Prison Industry Authority (CALPIA) is a self-supporting state agency. CALPIA operates over 100 manufacturing, service, and consumable factories at all 34 California Department of Corrections

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and Rehabilitation institutions. CALPIA provides productive work assignments for approximately 6,500 offenders and offers 134 nationally accredited certifications.

COLORADO CORRECTIONAL INDUSTRIES

Booth: 317

Colorado Correctional Industries employs approximately 550 incarcerated adults in 9 facilities across Colorado. Our programs include Metal Manufacturing, License Plates, Printing, Garment and Textile Manufacturing, Fire Fighting and Mitigation, among others. For NCIA, we are showcasing our Leather and Coffee Roasting programs. Our Leather shop specializes in custom saddles, tack, and correctional/police duty gear and is a PIECP program.

Please visit us at Booth: #317

MISSOURI VOCATIONAL ENTERPRISES

Booth: 704

Missouri Vocational Enterprises (MVE) is an instrumental part of the rehabilitation process for Missouri's resident workers. MVE provides education, on the job training, soft and hard skills, and the resources our resident workers need to be successful upon release. MVE currently has twenty-one industries in twelve institutions. We are proud to showcase a wide variety of products from heirloom quality furniture to consumables, such as trash bags. Our industries service Missouri state agencies, cities and counties, non-profit organizations, and schools. Our resident workers are pleased to know that they are making a positive impact on Missouri communities.

OHIO PENAL INDUSTRIES

Booth: 507

The OPI program seeks to reduce recidivism by enabling incarcerated adults to acquire real life skills and experience that makes them better prepared to maintain employment after they are released. Each Correctional Institution has different shops equipped to produce several products and services.

ERP SOFTWARE

GEOGRAPHIC SOLUTIONS

Booth: 411

Geographic Solutions is the leading provider of online employment software for state and local workforce agencies in over 35 states and U.S. territories. The company's Virtual OneStop Reentry Employment Opportunities solution supports reentry employment initiatives and offers individuals a secure tool to connect with employers and assist them in successful job placement.

GLOBAL SHOP SOLUTIONS

Booth: 203

We simplify your manufacturing.™ Since 1976, Global Shop Solutions has designed and manufactured ERP software to make lean manufacturing a reality for correctional industry manufacturers. The efficiency delivered through our ERP software helps manufacturers control inventory, trim costs, schedule jobs accurately and gives you real-time data collection.

EYEGLASSES

CAPRI OPTICS, INC

Booth: 310

- ▶ Eyewear supplier to Optical Industries
- ▶ State Medicaid, Agency and Inmate non-metal eyewear
- ▶ 70-90% discounts
- ▶ One Year Warranty
- ▶ Over 1000 SKUs to choose from
- ▶ Multiple OLA Achievement in Excellence awards
- ▶ High volume shipping capabilities
- ▶ Appointment or samples available upon request

FABRICS/TEXTILES

BURCH

Booth: 603

Burch is a proud producer and distributor of high-performance upholstery, Crypton, polyurethane, vinyl, vertical surface, and earth-friendly fabrics. With over 120 years of providing exceptional service, we look forward to being a comprehensive resource for your organization's upholstery program needs.

DAF PRODUCTS, INC.

Booth: 612

DAF Products manufactures, produces, and supplies fabrics for a variety of industries, including Correctional, Healthcare, and Institutional. DAF's PVC, nylon, and polyester fabrics are used in correctional mattress ticking, cushions, curtains, covers, and much more. Use one of our high-quality standard products, or let DAF design a custom solution for you.

FLEXTEX INC

Booth: 606

Flextex Inc is a leading manufacturer and distributor of high quality, low cost, specialty textiles and performance fabrics used for a variety of applications. We specialize in fire resistant fabrics for blankets, mattresses and pillows, as well as custom knitted and woven fabrics for a range of apparel applications.

HERCULITE®

Booth: 416

Sure-Chek® brand medical fabrics from Herculite® are the original healthcare fabrics patented for protective covering fabrics in medical environments. Developed in cooperation with healthcare professionals, Sure-Chek® fabrics incorporate a proprietary antimicrobial additive. This controlled release feature effectively allows the antimicrobial agent to migrate to the fabric surface for the product's life. The antimicrobial agent helps protect the fabric from microbial attack and reduces undesirable organic odors providing surface protection that

is comfortable, safe, durable, and effective for use in health care facilities, acute care, long-term care, correctional facilities, camps, dormitories and rehabilitation centers.

MAYER FABRICS

Booths: 712 & 714

Mayer Fabrics - upholstery material for office, education, hospitality, healthcare, auditorium seating and vertical systems/walls. PFOA Free, FR Free, Bleach Cleanable, Woven Crypton and Coated Fabrics to answer a myriad of customer concerns. PPE material and elastic for masks/gowns. Thread, staples, tools, welt-cord, adhesives, denim, sewing machines, etc.

SPEC-TEX, INC.

Booths: 508 & 510

Spec-Tex, Inc. produces and distributes a wide variety of specialty and commodity textiles designed for the correctional, healthcare and dormitory markets. We also offer a complete selection of fire retardant barriers. In addition, Spec-Tex has launched an innovative new support surface technology known as AirString.

For more information visit: www.airstring.com

FURNITURE/COMPONENTS

BAY PRODUCT

Booths: 103, 105, 107, 202, 204 & 206

Bay Product Development works exclusively with correctional industries assisting in manufacturing, sales support, inventory management and training at all levels. We offer furniture products and services that are designed to maximize your value-add components, while providing the best design and value to your customers. Our always evolving product line guarantees Correctional Industry programs the ability to provide the up-to-date and competitive product solutions their customers need.

ERGONOMIC COMFORT DESIGN, INC.

Booth: 516

Ergonomic Comfort Design (ECD) is a provider of seating solutions offering task, executive and conference seating kits. Our collection includes ergonomic solutions for today's complex work environments providing both design and comfort. We are committed to providing top quality products and customer service ensuring your complete satisfaction.

FULTERER USA, INC.

Booth: 702

Fulterer is a world leader in drawer slides technology. Fulterer manufactures high quality progressive action roller and ball bearing slides for a variety of weight ratings. Applications include: modular storage, food service equipment, office, home/kitchen, retail displays, appliances and automotive applications.

OEI

Booths: 613 & 615

A Commercial Contract Furniture manufacturer working in partnership with CI to produce quality products at competitive prices. OEI provides more than components, with space planning, training, marketing literature and most importantly, a support system that helps guarantee a delivery date because we are the manufacturer and not just a supplier.

JANITORIAL SUPPLIES

ARROW CHEMICAL PRODUCTS

Booth: 506

Arrow's Custom Chemical Program was specifically designed for quick and efficient implementation in Corrections Industries. Our program has been proven to increase sales, decrease inventory and labor requirements and simplify in-house blending operations. We will listen to your needs and respond with a custom chemical program to suit your spe-

cific needs and personalized end-to-end support throughout the entire process and beyond. Our products can be blended as super concentrates or ready-to-fill in bulk totes, drums or come to you fully packaged and ready to distribute under your own private label.

BARENTZ N. A.

Booth: 309

Barentz offers specialty raw materials for the industrial markets. We offer assistance with formulating and chemical blending. This experience will provide job skills for offenders which will result in increased revenue for your state.

BRULIN

Booth: 706

Brulin is a specialty chemical manufacturer with nearly 90+ years of experience helping customers optimize their processes, maximize operational efficiency, and deliver results. Our approach helps us understand your unique needs and design solutions specific for prison industries. We offer a variety of super concentrated formulations, high performance chemistries, and cleaning programs. We work collaboratively with our clients to solve problems and improve performance — let's get to work together.

CORRECTPAC®

Booths: 407 & 409

The CorrectPac® Industries Program is a turnkey, proprietary method of providing custodial and food-service cleaning products to Correctional Industries. With CorrectPac® support and no startup costs, Industries Partners can begin manufacturing immediately upon installation. Hundreds of facilities nationwide enjoy the most comprehensive, ACA compliant sanitation system in the industry: CorrectPac®.



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LAUNDRY EQUIPMENT

BRAUN, INC

Booth: 509

G. A. Braun, Inc
P.O. Box 3029
Syracuse, NY, 13220
Ph: (315) 475-3123
Website: www.gabraun.com
Email: tanelli@gabraun.com

Braun manufactures a comprehensive range of laundry equipment, including washers, dryers, material handling systems, and flatwork finishing machines, widely utilized in correctional facility laundry rooms. The company boasts a world-class project management team that provides consultation, design, and installation services for laundry facilities worldwide. Braun also has the largest team of factory-trained service technicians in the industry. Customers benefit from free 24/7 telephone technical support for the lifetime of their equipment, next-day availability of replacement parts, and a variety of service, support, and training programs.

LICENSE PLATES – SYSTEMS/PRODUCTS/SERVICES

3M

Booths: 403 & 405

Correctional facilities play an important role in the production of license plates across the U.S. By working with 3M, correctional facilities have access to a full suite of equipment, materials, resources and support to help them produce high quality license plates.

Check out our Booths: (403 & 405)

To learn more visit: 3M.com/VehicleRegistration

JOHN R. WALD COMPANY

Booths: 302, 304 & 306

Introducing the Wald DigiTag™ TriJet Roll-to-Roll UV Inkjet Printer for flat and embossed plates from John R. Wald Company. This budget friendly and cost effective solution is perfect for long run and short run specialty graphics. DigiTag™ 1650 Thermal Transfer and DigiTag™ SOLO UV Inkjet Printers round out our print solutions for license plate sheeting. Complete solution including software, ink, sheeting and aluminum.

TÖNNJES/WALDALE IRWIN HODSON GROUP

Booth: 517

TÖNNJES is the recognized world leader in the supply of license plate manufacturing solutions, predominantly for secure embossed alphanumeric license plates. Solutions include manual embossing presses, digital embossing presses, RFID, dry roller coat (hot stamping) machines, hot stamping security foils, license plate shredders, and more. TÖNNJES is your one-stop-shop for all of your embossed license plate solution requirements, both today and tomorrow.

MANUFACTURING & SUPPLIES

YKK (U.S.A.) Inc

Booth: 315

YKK (U.S.A.) Inc. based in Macon, GA is a global leader in fastening products, offering high-quality zippers, hook and loop fasteners, plastic hardware, and snaps and buttons for a wide variety of applications. Known for durability and reliability in demanding environments, we also provide Berry Compliant options.

MATTRESSES/MATTRESS MATERIALS

CHESTNUT RIDGE FOAM

Booth: 607

Chestnut Ridge Foam values the partnership with correctional industries. We provide mattress cores for various end applications including jail and detention facilities, university, behavioral health, as well as healthcare and specialty markets. Additionally, cushioning for furniture applications and pillow filling is also available. Marketing assistance is offered including fliers, photos, website assistance and copywriting to further your product sales.

FIBRIX

Booth: 406

Manufacturer polyester products for institutional mattresses/furniture (cores/insulator pad/foam & cotton replacement/pillow batting/cushion wrap). Our thermal bonded products eliminate need for additional FR components thereby reducing cost. 100% polyester attributes include: excellent air circulation, mildew resistance, recyclable, hypoallergenic, inherently fire retardant and contains absolutely no chemicals.

NITRILE GLOVES

SUMMIT GLOVE

Booths: 214 & 216

Since 1998, Summit Glove, Inc. has been a leading supplier of high-quality gloves for America's workforce. A family-owned business, our staff offers over 100 years of combined experience in the glove production industry. You can find our gloves at work in industrial, general and specialized manufacturing, automotive, and construction markets. Our gloves are worn in the medical and dental fields, by emergency medical personnel, in food service and food processing operations, and in janitorial and hazardous cleanup environments.

REENTRY TRAINING THE CHANGE COMPANIES®

Booth: 408

Interactive Journaling® is an evidence-based practice incorporating soft skill development and reentry preparation to reduce recidivism, improve employment retention, and promote a pro-social lifestyle post-release. For 30 years, The Change Companies® has delivered cutting-edge behavior change tools to over 26 million individuals in justice services, workforce readiness programs, reentry programming and beyond.

CAREER TEAM

Booth: 312

Career TEAM provides innovative solutions to complex social challenges such as closing the opportunity divide, reducing unemployment and eradicating poverty. As a workforce development service provider and software solutions company, we have developed an innovative, work readiness, career services and case management platform for the customers we serve, Career EDGE. Connect with us at NCIA to learn more about Career EDGE and our service delivery approach as we accelerate the human condition!

Website: <https://careerteam.com/>

SEATING

NIGHTINGALE CORPORATION

Booths: 303 & 305

Nightingale manufactures over 50 different series of quality seating products. Our products compete with the best in our industry based on quality, comfort and design. With many years of experience working with CI, we understand the challenges of operating and growing a seating program. We are here to assist you always. Just drop by and tell us your needs.

HUMANSCALE

Booths: 215 & 217

Humanscale is the leading designer and manufacturer of ergonomic products that improve the health and comfort of work life. Our award-winning office solutions, including self-adjusting seating, sit/stand desks, monitor arms and task lighting, inspire movement and support the user in every posture. Function, simplicity, and longevity, and sustainability are at the core of all our designs.

THREAD

AMERICAN & EFIRD LLC

Booth: 417

A&E is the world's foremost manufacturer and distributor of premium quality industrial and consumer sewing thread, embroidery thread and technical textiles. Producers of apparel, automotive components, home furnishings, medical supplies, footwear and a diverse range of industrial products rely on A&E industrial sewing thread to manufacture their products. Through its global network, A&E's products are manufactured in 22 countries, distributed in 50 countries and sold in over 100 countries. A&E is a recognized industry leader in environmental sustainability and corporate social

responsibility and operates its global facilities with the utmost regard for the safety and health of its associates employed worldwide.

VISIBILITY

SAFE REFLECTIONS INC

Booth: 316

Safe Reflections Inc. is a technology leader in providing visibility solutions to the occupational safety, and military training apparel markets. Founded in 1993, Safe Reflections converts reflective material for manufacturers of uniforms and safety clothing, to enhance the wearer's safety working or training in environments where they need to be seen. With a patented line of our unique reflective technologies such as Brilliant® colorized reflective and Airex® segmented reflective; both patented technologies are ideal for trims, transfers, and fabrics. Safe Reflections gives clothing designers, safety professionals, and garment manufacturers new options to integrate safety, brand image, and durability into their product lines. Headquartered in the United States, Safe Reflections operates manufacturing and technical research facilities in Saint Paul, Minnesota.

For more information, visit:

www.SafeReflections.com



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20 Years



10 Years

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	Herculite Products, Inc.	CORPORATE	2/16/1998	26
	John R. Wald Company	CORPORATE+	2/17/1998	26
	Barentz	CORPORATE+	7/26/1998	26
	Tonnjes	CORPORATE	10/11/1998	26
	OEI	CORPORATE+	12/31/1998	26
	Mayer Fabrics, Inc.	CORPORATE+	1/18/1999	25
	CorrectPac®	CORPORATE+	2/28/1999	25
	New York Eye	CORPORATE	3/16/1999	25
	3M	CORPORATE+	1/21/2000	24
	Plascon Work Programs	CORPORATE+	6/22/2000	24
	Nightingale Corporation	CORPORATE	8/31/2000	24
	Bay Product	CORPORATE+	6/19/2002	22
	Fibrix	CORPORATE	7/9/2002	22
	Spec-Tex, Inc.	CORPORATE	12/22/2002	22
	Keefe Group	CORPORATE+	6/12/2003	21
	Fulterer USA, Inc.	CORPORATE	10/28/2003	21
	Union Supply Group	CORPORATE+	11/24/2003	21
	Henderson Sewing Machine Co., Inc.	CORPORATE+	3/31/2004	20
	Braun, Inc.	CORPORATE+	11/22/2004	20
	Dunlap Industries, Inc.	CORPORATE	3/13/2005	19
	DAF Products, Inc.	CORPORATE	1/18/2006	18
	Avery Dennison	CORPORATE	1/23/2007	17
	Ivars USA	CORPORATE	6/18/2007	17
	Global Shop Solutions	CORPORATE	1/26/2009	15
	Momentum Group	CORPORATE	6/7/2009	15
	Capri Optics/Menizzi Eyewear	CORPORATE+	2/16/2010	14
	Ergonomic Comfort Design, Inc.	CORPORATE	3/1/2012	12
	Tabb Textile Company, Inc.	CORPORATE	9/25/2012	12
	Orafol Americas Inc.	CORPORATE	10/31/2013	11
	Vistar, A Division of PFG	CORPORATE+	1/2/2014	10
	SanMar	CORPORATE+	3/4/2014	10
33 partners w/10+ years				



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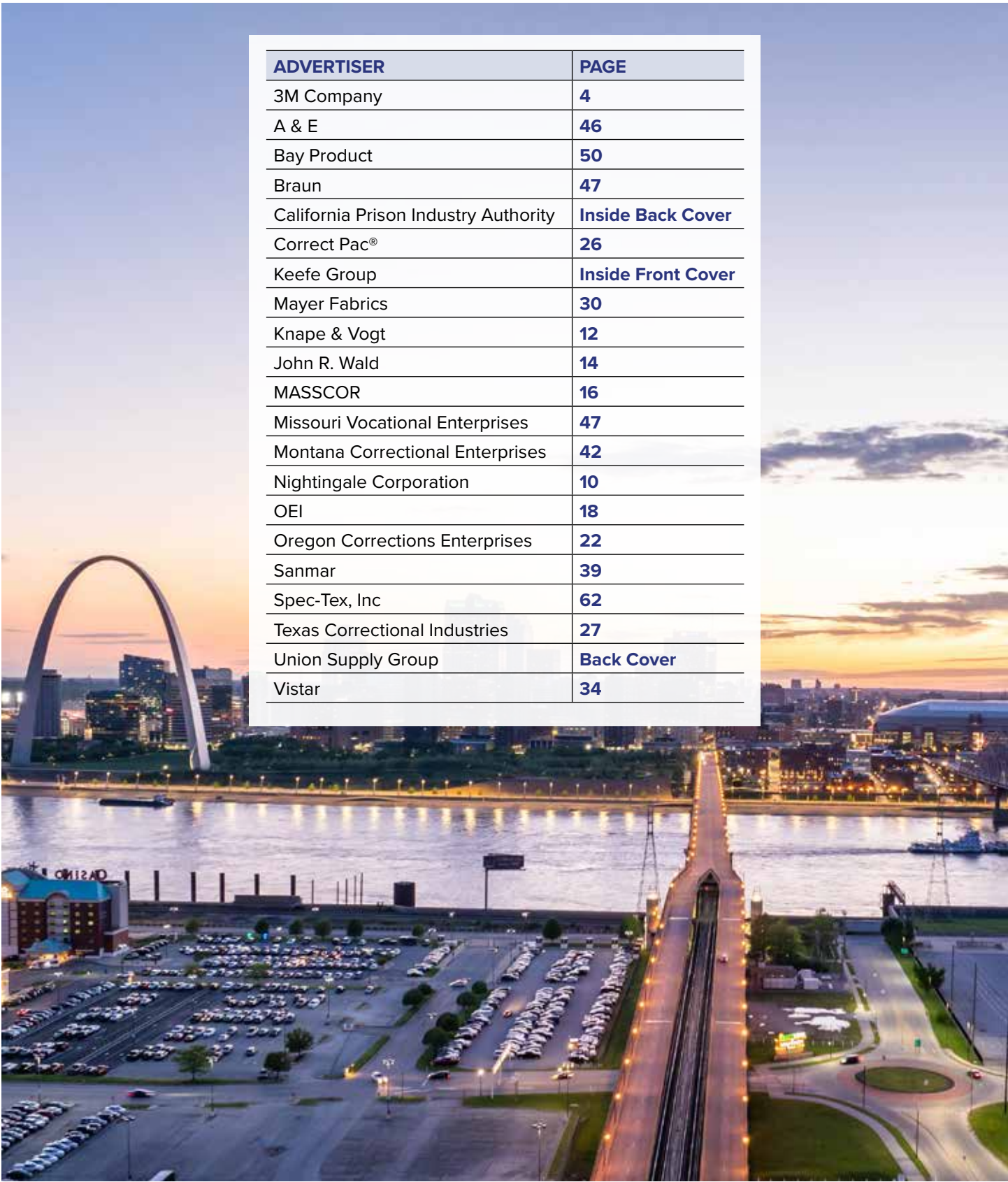
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MEET JUSTIN ENNIS, A CALPIA SUCCESS STORY

“ CALPIA was more than a paycheck.

It allowed me to practice the routine of work, taught me to communicate and work with others, gave me confidence in my ability to be employed, and allowed me to learn hard and soft skills that catapulted me into a career upon release.”

-JUSTIN ENNIS

JUSTIN ENNIS graduated from CALPIA's Food and Beverage Packaging program at California State Prison, Corcoran. He started as an assistant machine operator and later promoted supervisor. After returning to his community in 2022, Justin immediately got a job at a commercial property development firm and his exceptional performance earned him a position as a project manager. In 2024, Justin transitioned to Cabrillo Court Construction where he works Foreman. He remains connected to the correctional system through his volunteer work as he shares his experience of supporting others in recovery.



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