Two big ADC events set Oct. 17

On Oct. 17, several ADC employees will be busy with two great events. The 26th annual Red Ribbon Walk/Run and the very first “Ruff” Rock N Roll fundraiser are both scheduled on that day.

The Ribbon Walk/Run, sponsored by the ADC, is set for 8 a.m. at Jefferson Wellness Center at Jefferson Regional Medical Center in Pine Bluff. Proceeds from the 5K run will allow for scholarships to be awarded to graduating high school seniors, either from the county or the child of an ADC employee.

Last year there were 185 submissions for the walk/run. The event begins with a continental breakfast and music from the Cummins Band. After the race, ADC employees hand out door prizes donated by local businesses.

Awards are given to the top three male and female finishers in 12 age divisions of the walk/run. The event begins with a continental breakfast and music from the Cummins Band. After the race, ADC employees hand out door prizes donated by local businesses.

“I hope we have a large crowd for this family fun event! It is a great way to get in your exercise, or to support those who walk, jog, or run the event,” said Director Wendy Kelley. “The Cummins Band will provide music, there will be free refreshments and door prizes! We have participants from all ages, and it really is a great event to benefit the community and support being drug-free!”

Pre-registration is $15 ($20 morning of race). The deadline for pre-registration is Friday, October 9, 5 p.m., and it guarantees an official Red Ribbon t-shirt.

For applications, visit JRMC Wellness Center in Pine Bluff, JRMC Health Complex in White Hall, contact Shirley Lowe at 870-267-6303 or Daisha Holcomb at 870-267-6279, or visit the ADC website adc.arkansas.gov (‘News’ tab).

In addition, the very first “Ruff” Rock N Roll fundraiser to benefit and celebrate Paws in Prison’s fourth birthday will be held from 3:30 p.m. until 6:30 p.m. that day at the Scott Plantation in Scott. Tickets are $50 each. The fundraiser will also have entertainment by the Cummins Band. Whole Hog barbecue, beer and wine will be served (for ages 21 plus).

The winner of the Red Ribbon Run T-shirt design contest is Sonia Wallace from Admin East.

For more information see the advertisement on page 8. For tickets go to adc.arkansas.gov/pawsinprison/pages/availabledogs.aspx.

A change is coming for The Advocate!

After this edition, ‘The Advocate: A publication for employees of the Arkansas Department of Correction’ will transition into an online news source which will provide up-to-date news. For your pictures, events, and news, please tune in daily under the upcoming ADVOCATE tab on our website: adc.arkansas.gov.
Recidivism rate: consider all the facts

If you’ve read through our recently released recidivism report, you’ll have noticed that our overall recidivism rate increased from 43.2 percent of those inmates released during CY2010 to 48.2 percent of inmates released during CY2011. Another way of saying that is almost half of those being released from the Department are returning to serve more time.

This increase was anticipated. Next year, it will be even higher.

The reason for this sharp climb in numbers is the dramatic shift in parole practices that occurred in 2013. Those policy changes prompted an unprecedented surge in parole revocations.

We also heard from our consultant, Wendy Ware of JFA Associates, this summer. Ware noted that we are the only state revoking parole upon a felony arrest. In her report, she states:

“Last year, the overarching cause for all increased revocations was related to a significant event that occurred in 2013 concerning crimes committed by a person on parole supervision. The supervision system’s response to this event was to immediately implement several policy changes associated with parole revocations.

“The most impacting policy change was to return all parolees arrested for a felony crime to the ADC. The impact of these changes to revocation rates has continued through 2014. If the revocation rates seen in the first quarter of 2015 continue at their current pace, total parole revocations to ADC could reach over 5,700 returns in 2015.”

The Parole Board recently revised its policies in an effort to stem the tide of revocations that we’ve seen in the past two years. The goal is to rely on sanctions other than an automatic return to prison.

As you know, the number of revocations has had a severe impact on the backlog in county jails. We are making progress in getting those numbers down. However, part of our strategic plan, approved by the Board of Corrections last summer, is to improve our relationship with law enforcement agencies with the hope that by putting our heads together, we can continue to develop new practices that will hold jail and prison populations in check while still ensuring the public’s safety.

Yes, the recidivism rate increased. And we know that it will get worse before it gets better. But please remember that what you are seeing now is a reflection of policies that have since been amended.

Thank you for all that you do.

---

**Food for Thought**

**OFF THE CUFF (without preparation)**

This probably came from the habit of speakers making last minute notes on the cuff of their starched shirts of points they needed to make during the speech.
The Female Enforcers class, created and lead by Pam Starr, presented by Calibre Press was offered at the VA Law Enforcement Training Center in North Little Rock. This Lifeline Training is the cornerstone of Calibre Press’ instruction by ensuring their attendees learn, in a highly motivational environment, effective skills that can be easily utilized, implemented immediately, and are effective in the real world. This one-day course is designed to address the realities and complexities of working in the unique environment of corrections. Rooted in their foundational belief that quality training should offer realistic, practical, and immediately applicable tools for officer safety, the goal of this class is to keep officers safe and give them the tools to enjoy a successful career. Their focus is to raise the bar and set the standard for law enforcement training by offering a variety of courses presented by dynamic and highly experienced instructors. In photo are Marty Lacy, Misty Coleman, Kathleen Lowery, Amanda Bacus, Pam Starr (Instructor), Joi Harris, and Latisha Davis.

Retirees to meet
The next meeting of the Arkansas Department of Correction Retirement Association (ADCRA) will be held at Admin. East on Dec. 10 at 10:30 a.m. The Christmas luncheon will follow.

September ADC Retirees

<table>
<thead>
<tr>
<th>September ADC Retirees</th>
<th>Date</th>
<th>Unit</th>
</tr>
</thead>
<tbody>
<tr>
<td>Jimmy A. Smith</td>
<td>09/01/2015</td>
<td>Compliance</td>
</tr>
<tr>
<td>Letha Files</td>
<td>09/19/2015</td>
<td>Human Resources</td>
</tr>
<tr>
<td>Clifton Overs</td>
<td>09/26/2015</td>
<td>Pine Bluff Unit</td>
</tr>
<tr>
<td>Sharon Griggs</td>
<td>09/27/2015</td>
<td>Cummins</td>
</tr>
<tr>
<td>James Wright</td>
<td>09/26/2015</td>
<td>Ouachita Unit</td>
</tr>
</tbody>
</table>
Lt. Juan Burns is pinned by Major Danny Crook, left, and Deputy Warden Steve Outlaw.
Sgt. Tonya Savage is pinned by Major Carl Stout, left, and Deputy Warden Steve Outlaw.

Lt. William Speer is pinned by Captain Steven Ricketts, left, and Major LaSaundra Malone.

Cpl. Jason Schneider is pinned by Cpl. Keith Reed, left, and Lt. Stephen Simmons.
Cpl. Dennis Heath is pinned by Cpl. Keith Reed, left, and Lt. Stephen Simmons.
Sgt. Randolph Vanderveer is pinned by Major Tony McHan, left, and Deputy Warden Gary Musselwhite.

James Dycus, third from left, has promoted from ORCU to Major at EARU. He is joined by ORCU DW Gary Musselwhite, Warden Nurzuhal Faust, and Major Tony McHan.

Regional Maintenance Lt. Aaron Tarter, second from left, is pinned by Warden Mark Cashion, from left, LaSaundra Malone, and Captain Kevin Courtney.

Captain Linda Louis is pinned by Deputy Warden David Mills, left, and Warden Jeremy Andrews.
From the desk of Wendy Kelley

Please join me in congratulating our newest Major, James Dycus! He has been with the Department since 2007 at the Ouachita Unit after starting at Varner. He has served as DRO, Classification, Key Control, Armory, EPC, and worked intake and hospital security. He will join Warden Lay, Deputy Wardens Page and Warner, and Major Deen, along with the dedicated East Arkansas Regional Unit staff!!

ACA certificate awards presented at the ACA Summer Conference in Indianapolis, IN on Aug. 15

Commissioners Donald Ross and Michael Dooley, from left, Lori Ammons – Chairperson, Michael Bradley – Commissioner, Training Academy Administrator Fred Campbell, William “Dubs” Byers – Board of Corrections, Sandra Kennedy – Agency ACA Manager, and Deputy Director Rory Griffin.

Ross, Dooley, Ammons, Bradley, Ouachita River Correctional Unit Warden Nurzahal Faust, Byers, Kennedy, and Griffin.

Ross, Dooley, Ammons, Bradley, Newport Complex Warden Jimmy Banks, Byers, Kennedy, and Griffin.

Ross, Dooley, Ammons, Bradley, Maximum Security Unit Warden Danny Burl, Byers, Kennedy, and Griffin.

Ross, Dooley, Ammons, Bradley, Cummins Unit Warden William Straughn, Byers, Kennedy, and Griffin.
Breast cancer is the second most common kind of cancer in women. About one in eight women born today in the United States will get breast cancer at some point.

The good news is that many women can survive breast cancer if it’s found and treated early. A mammogram can help find breast cancer early when it’s easier to treat.

National Breast Cancer Awareness Month is a chance to raise awareness about the importance of early detection of breast cancer. Make a difference! Spread the word about mammograms and encourage communities, organizations, families, and individuals to get involved.

How can National Breast Cancer Awareness Month make a difference?

We can use this opportunity to spread the word about steps women can take to detect breast cancer early.

Here are just a few ideas:

- Ask doctors and nurses to speak to women about the importance of getting screened for breast cancer.
- Encourage women ages 40 to 49 to talk with their doctors about when to start getting mammograms.
- Organize an event to talk with women ages 50 to 74 in your community about getting mammograms every two years.

Warning Signs of Breast Cancer
(from the Susan G. Komen website)

Due to the use of regular mammography screening, most breast cancers in the U.S. are found at an early stage, before signs appear. However, not all breast cancers are found through mammography. The warning signs of breast cancer are not the same for all women. The most common signs are a change in the look or feel of the breast, a change in the look or feel of the nipple and nipple discharge. If you have any of the warning signs described below, see a health care provider.

Warning signs:
- Lump, hard knot of thickening inside the breast or underarm area
- Swelling, warmth, redness or darkening of the breast
- Change in the size or shape of the breast
- Dimpling or puckering of the skin
- Itchy, scaly sore or rash on the nipple
- Pulling in of nipple or other parts of the breast
- Nipple discharge that starts suddenly
- New pain in one spot that does not go away.

If you do not have a provider, one of the best ways to find a good one is to get a referral from a trusted family member or friend. If that is not an option, call your health department, a clinic or a nearby hospital.

In most cases, these changes are not cancer. For example, breast pain is more common with benign breast conditions than with breast cancer. However, the only way to know for sure is to see a provider. If you have breast cancer, it is best to find it at an early stage, when the chances of survival are highest.

Many women may find that their breasts feel lumpy. Breast tissue naturally has a bumpy texture. Some women have more lumpiness in their breasts than others. In most cases, this lumpiness is no cause to worry.

If the lumpiness can be felt throughout the breast and feels like your other breast, then it is probably normal breast tissue.

Lumps that feel harder or different from the rest of your breast
- Ask doctors and nurses to speak to women about the importance of getting screened for breast cancer.

Warning Signs of Breast Cancer (continued)

If the lumpiness can be felt throughout the breast and feels like your other breast, then it is probably normal breast tissue.

Lumps that feel harder or different from the rest of your breast
- Ask doctors and nurses to speak to women about the importance of getting screened for breast cancer.

Warning Signs of Breast Cancer (continued)

Many women may find that their breasts feel lumpy. Breast tissue naturally has a bumpy texture. Some women have more lumpiness in their breasts than others. In most cases, this lumpiness is no cause to worry.

If the lumpiness can be felt throughout the breast and feels like your other breast, then it is probably normal breast tissue.

Liquid leaking from your nipple (nipple discharge) can be troubling, but it is rarely a sign of breast cancer. Discharge can be your body's natural reaction when the nipple is squeezed. Signs of a more serious condition (such as breast cancer) include discharge that:

- Occurs without squeezing the nipple
- Occurs in only one breast
- Is bloody or clear (not milky)

Nipple discharge can also be caused by an infection or other condition that needs treatment. If you have any nipple discharge, see a health care provider.
Good news to come

As you’ll have noticed on the front page of *The Advocate*, we’re about to make some changes in how -- and when -- we provide agency news to ADC staff.

Starting this month, we are transitioning into an online news site that will update daily. That means you’ll hear about events, promotions and agency goings-on as they happen, rather than weeks after the fact. This also will allow us to offer not only more photos, but video!

News stories will be more timely, and we’ll also be able to offer more human-interest stories in this format.

The Advocate Online will still feature pinnings, retirements, calendars, health tips, new-hires, graduations and columns. The difference is that the information will be current, with a heavy focus on what’s coming up.

It’s our job to keep you updated on agency happenings, and we’re really excited about the new opportunities that an online Advocate will offer both us and you.

Please continue to send news tips and photos to Kathlyn Atkinson.

In other news, your public information staff are about to resume the posting of videos to the ADC YouTube channel. We hope these will be used as a means to educate the media and public on what we do.

Currently in the works is a series of videos featuring our farm program. If you have suggestions for other video projects, please let us know. We’d love to show off your hard work and its results!

Part of the agency’s strategic plan focuses heavily on improving the public’s perception of us. If your employees are doing something innovative, let me know. If you’re seeing great results from a new program, please - call.

I would love to arrange some media visits that focus on the positive. We’re a little-understood agency, yes. But thanks to new technology and social media, we now have the ability to enlighten folks and actually show them what we can do.

---

*The ancestor to every action is a thought.*

Wayne Dyer

---

Deputy Warden Steve Outlaw (left) is congratulated by Warden Danny Burl on 40 years with the ADC.

Joe Kelnhofer, director of the Riverside Vocational Technical School, unveils a new sign at a dedication ceremony for the Thomas “Tom” J. Knight Vocational Complex at the Varner Unit. Former ADC Director Art Lockhart and Board of Corrections member Dubs Byers both spoke at the event. A tour and reception followed.
ORCU bids fond farewell

After having worked for the past 12 years as the Food Production Manager at the Ouachita River Correctional Unit, Capt. Jim Wright retired Sept. 11.

Prior to joining the Arkansas Department of Correction, Capt. Wright was employed by several nationally known food chains and at one time owned his own restaurant.

When asked what his retirement plans were, he said fishing was one of his top priorities, but his wife was quick to point out she had a “honey do” list that was ready and waiting.

ORCU staff wished Capt. Wright the best and wanted him to know how much he will be missed.

Capt. Wright’s wife and daughter join him during the retirement celebration.

Accounting Control, Admin. East, paid tribute to 9/11 this year. Brenda Thompson, from left, Sonia Wallace, Jennifer Poteet, Becky Watts, Omie Futch, and Judy May dressed in patriotic clothing to commemorate the day of four coordinated terrorist attacks on the United States on the morning of Tuesday, September 11, 2001.
AD 13-110 Sexual Misconduct with Inmates

APPLICABILITY: All Employees, contract employees, volunteers, and inmates of the Department of Correction

I. POLICY: It is the policy of the ADC to prohibit employees from engaging in intimate relationships with inmates. Acts of sexual misconduct with inmates or retaliation against inmates who refuse to submit to sexual advances are prohibited. Further, retaliation against individuals because of their involvement in the reporting or investigation of a sexual misconduct complaint is prohibited. The ADC will fully investigate and discipline persons who violate this directive.

II. PURPOSE: To establish the ADC policy regarding sexual misconduct with inmates; to discourage and prevent sexual misconduct with inmates; and to establish uniform procedures for reporting, investigating, and adjudicating incidents of sexual misconduct in the ADC. Hereafter, reference to investigation and adjudication procedures for complaints of sexual misconduct shall also include complaints of retaliation and breach of confidentiality.

IV. PROCEDURE:  
A. Inmate Notifications  
1. This directive shall be placed in Unit law libraries.  
2. Inmates may use the Inmate Grievance procedure to report sexual misconduct allegations.  
3. Inmates may call the PREA Hotline.  
4. Inmates may notify any employee or staff member.

B. Staff Notifications  
This directive shall be included in the Basic Correctional Officer Training curriculm.

C. Responsibilities  
1. Employees  
a. Each employee shall strictly adhere to this directive by ensuring that his/her conduct does not constitute or promote sexual misconduct.  
b. Each employee who receives any information, from any source, concerning sexual misconduct or who observes incidents of sexual misconduct is required to immediately report the information or incident directly to his/her supervisor.  
2. All allegations or complaints of sexual misconduct shall be promptly investigated.

2. Warden/Administrator: In addition to responsibilities applicable to all employees, wardens and administrators shall be responsible for ensuring the following:  
a. Illegal sexual acts and sexual contact between employees and inmates shall immediately be reported to Internal Affairs, even if the employee resigns.  
b. When illegal sexual acts or sexual contact are alleged, the crime scene shall be immediately secured, if possible.  
c. The alleged victim shall immediately be given the necessary emergency medical treatment, without (to the extent possible) compromising the integrity of available physical evidence. If deemed necessary by medical personnel, the inmate may be transported to an outside medical facility.  
d. The Warden/Administrator must take immediate action in accordance with this directive to ensure the safety of the inmate.  
e. Under appropriate circumstances the Warden/Administrator may request transfer of a respondent, may internally reassign him/her, or place him/her on administrative leave pending the outcome of an investigation.  

D. Sexual Misconduct Complaint Reporting Procedures for Staff  
1. Any employee who receives any information, from any source, concerning sexual misconduct or who observes incidents of sexual misconduct is required to immediately report the information or incident to his/her supervisor. If the supervisor is the person engaged in the sexual misconduct, then it is to be reported to the next highest ranking official. The Warden or his/her designee shall be notified of all sexual misconduct complaints or allegations.  
2. All allegations or complaints of sexual misconduct shall be promptly investigated.

E. Procedures Following Investigation  
At the conclusion of the Department’s investigation of a sexual misconduct complaint or allegation, appropriate disciplinary action will be taken against an employee found guilty. Appropriate disciplinary action may be taken against any inmate determined to have deliberately falsified allegations.

F. Training  
1. “Prevention of Sexual Misconduct” training shall be conducted for employees as follows:  
a. Mandatory pre-service training will be conducted during the initial BCOT and Correctional Security for Non-Security Personnel. Certified trainers on “prevention of sexual misconduct with inmates” shall conduct the training, which shall include education concerning Arkansas law and ADC policies and procedures for recognizing, preventing, reporting, investigating and disciplining employees for acts of sexual misconduct.  
b. Sexual harassment/sexual misconduct training will be required training for all current and newly hired personnel.

Willis H. Sargent
Outstanding Student
Achievement Award

The WHS winner is Joshua Skillen, second from left, pictured with Training Administrator Fred Campbell, Deputy Warden Tami Aiken and Randy Callas.

Training Academy Graduates: Class 2015-K, Sept. 11, 2015

Willis H. Sargent
Outstanding Student
Achievement Award

The WHS winner is Tammy Cox, third from left, pictured with Deputy Director Mike Carraway, Callas, and Major Derwin Metcalf.


# Promotions & New Hires

## Promotions

<table>
<thead>
<tr>
<th>Date</th>
<th>Name</th>
<th>Position</th>
<th>Unit</th>
</tr>
</thead>
<tbody>
<tr>
<td>08/16/2015</td>
<td>Kenyon Randle</td>
<td>Lieutenant</td>
<td>East Arkansas</td>
</tr>
<tr>
<td>08/16/2015</td>
<td>William Speer</td>
<td>Lieutenant</td>
<td>Randall Williams</td>
</tr>
<tr>
<td>08/16/2015</td>
<td>Aaron Tarter</td>
<td>Lieutenant</td>
<td>Randall Williams</td>
</tr>
<tr>
<td>08/23/2015</td>
<td>Cynthia Dickinson</td>
<td>Administrative Specialist III</td>
<td>Central Office</td>
</tr>
<tr>
<td>08/23/2015</td>
<td>Tamika Dixon-Scott</td>
<td>Substance Abuse Pgm Leader</td>
<td>Mental Health-Tucker</td>
</tr>
<tr>
<td>08/23/2015</td>
<td>Gary Queen</td>
<td>Sergeant</td>
<td>North Central</td>
</tr>
<tr>
<td>08/30/2015</td>
<td>Katherine Dixon-Scott</td>
<td>Budget Analyst</td>
<td>Industry</td>
</tr>
<tr>
<td>08/30/2015</td>
<td>James Flannery</td>
<td>Sergeant</td>
<td>Maximum Security</td>
</tr>
<tr>
<td>08/30/2015</td>
<td>Kennesha Hart</td>
<td>Director Of Maintenance</td>
<td>Construction-NWA</td>
</tr>
<tr>
<td>08/30/2015</td>
<td>Derick Henson</td>
<td>Sergeant</td>
<td>Ouachita</td>
</tr>
<tr>
<td>08/30/2015</td>
<td>Teresa James</td>
<td>Business Operations Spclst</td>
<td>Tucker</td>
</tr>
<tr>
<td>08/30/2015</td>
<td>Tashor Kelly</td>
<td>Program Specialist</td>
<td>East Arkansas</td>
</tr>
<tr>
<td>08/30/2015</td>
<td>Craig Mayhan</td>
<td>Sergeant</td>
<td>Ouachita</td>
</tr>
<tr>
<td>08/30/2015</td>
<td>Kendalynn Newborn</td>
<td>Program Specialist</td>
<td>Ouachita</td>
</tr>
<tr>
<td>09/13/2015</td>
<td>Cedric Albritton</td>
<td>Rehabilitation Program Mgr.</td>
<td>Mental Health-CO</td>
</tr>
<tr>
<td>09/13/2015</td>
<td>Roosevelt Barden</td>
<td>Lieutenant</td>
<td>East Arkansas</td>
</tr>
<tr>
<td>09/13/2015</td>
<td>Debra Barnes</td>
<td>Human Resources Assistant</td>
<td>Tucker</td>
</tr>
<tr>
<td>09/13/2015</td>
<td>Steven Brown</td>
<td>Sergeant</td>
<td>Transportation</td>
</tr>
<tr>
<td>09/13/2015</td>
<td>Juan Burns</td>
<td>Lieutenant</td>
<td>Maximum Security</td>
</tr>
<tr>
<td>09/13/2015</td>
<td>David Foster</td>
<td>Lieutenant</td>
<td>North Central</td>
</tr>
<tr>
<td>09/13/2015</td>
<td>Marianne Hixon</td>
<td>Inmate Grievance Coordntr.</td>
<td>Ouachita</td>
</tr>
<tr>
<td>09/13/2015</td>
<td>Jesse Jackson</td>
<td>Sergeant</td>
<td>Varner</td>
</tr>
<tr>
<td>09/13/2015</td>
<td>William Lenderman</td>
<td>Head Farm Manager II</td>
<td>Farm-Cummins</td>
</tr>
<tr>
<td>09/13/2015</td>
<td>Linda Louis</td>
<td>Captain</td>
<td>Delta</td>
</tr>
<tr>
<td>09/13/2015</td>
<td>Tonya Savage</td>
<td>Sergeant</td>
<td>Maximum Security</td>
</tr>
<tr>
<td>09/13/2015</td>
<td>Daniel Sipes</td>
<td>Food Preparation Supervisor</td>
<td>North Central</td>
</tr>
<tr>
<td>09/13/2015</td>
<td>Kenneth Starks</td>
<td>Captain</td>
<td>Cummins</td>
</tr>
<tr>
<td>09/13/2015</td>
<td>Mike Stephen</td>
<td>Institutional HR Coordinator</td>
<td>North Central</td>
</tr>
<tr>
<td>09/13/2015</td>
<td>Dermitta Thomas</td>
<td>Lieutenant</td>
<td>Cummins</td>
</tr>
<tr>
<td>09/13/2015</td>
<td>Tom Walton</td>
<td>Sergeant</td>
<td>Mississippi County</td>
</tr>
<tr>
<td>09/14/2015</td>
<td>James Dycus</td>
<td>Major</td>
<td>East Arkansas</td>
</tr>
<tr>
<td>09/14/2015</td>
<td>Kimberly Withers</td>
<td>Unit Accreditation Specialist</td>
<td>Central Office</td>
</tr>
</tbody>
</table>

## New Hires

<table>
<thead>
<tr>
<th>Date</th>
<th>Name</th>
<th>Position</th>
<th>Unit</th>
</tr>
</thead>
<tbody>
<tr>
<td>08/31/2015</td>
<td>Tony Baugh</td>
<td>Sergeant</td>
<td>K-9</td>
</tr>
<tr>
<td>09/14/2015</td>
<td>Lisa Green</td>
<td>Food Preparation Supervisor</td>
<td>Mississippi County</td>
</tr>
<tr>
<td>09/14/2015</td>
<td>Vickie Merritt</td>
<td>Human Resources Specialist</td>
<td>Human Resources</td>
</tr>
<tr>
<td>09/14/2015</td>
<td>Patrina Moore</td>
<td>Food Preparation Supervisor</td>
<td>Mississippi County</td>
</tr>
<tr>
<td>09/14/2015</td>
<td>Jason Rogers</td>
<td>Lieutenant</td>
<td>East Arkansas</td>
</tr>
</tbody>
</table>
The *ADC Advocate* newsletter is published monthly by the Communications Office for employees of the Arkansas Department of Correction. The publication strives to enhance communication and provide information on the development and achievements of this agency.

All employees are encouraged to submit articles, comments, ideas, letters and questions. The deadline for submission is tentatively set for the 15th of each month for inclusion in that month’s publication.

Please be aware that all submitted items will be subject to editing. However, every effort will be made to maintain the writer’s essential meaning.

In addition, statements contained in the *ADC Advocate* are the personal views of the authors and do not necessarily represent the opinion or policies of the Arkansas Department of Correction.

The *ADC Advocate* is printed by the Arkansas Correctional Industries.

**Visit ADC on the Web @ www.adc.arkansas.gov**

**Parting Shots**