2026

ANNUAL REPORT

IPI

Building Brighter Futures

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ABOUT US

IPI is a 100% self-funded career-training program designed to provide incarcerated individuals with the skills and knowledge they need to succeed once they are released from prison.

We offer a variety of programs including signage, braille transcription, sewing, home building, among others.

Our goal is to equip our participants with the skills and work ethic required to secure gainful employment and make a positive contribution to their communities upon release.

A LETTER FROM THE DOC DIRECTOR



As I reflect on our work across the Iowa Department of Corrections, I am continuously reminded that true public safety is built on opportunity. Our core mission has always been about balancing accountability with real pathways for change. And when we invest in the individuals' potential, our entire state benefits.

Iowa Prison Industries remains a vital piece of this work. Operating as a completely self-funded entity without taxpayer appropriations, IPI does far more than cover it's own costs. By funneling proceeds from Canteen sales, private sector wages, and the DOC Mart directly back into the Department of Corrections, IPI actively offsets the cost of incarceration. Beyond the financial impact, the structure of these job training and apprenticeship programs encourage better behavior and creates safer environments within our facilities. Initiatives like Homes for Iowa show what is possible when we innovate, delivering high quality housing to local communities while equipping incarcerated individuals with tangible, marketable skills in the trades. Additionally, individuals in each of IPI's locations across all of our institutions are performing incredible work while simultaneously developing a wide range of technical and interpersonal skills that immediately translate to the workforce on the outside.

The true test of these efforts is what happens when the incarcerated individuals in our care return home. Over recent years, we have seen promising trends in our state's recidivism rate, culminating in a decade-low 32.8% in 2025. Studies consistently show that individuals who complete apprenticeship programs and vocational training are far less likely to return to prison. Instead, they leave our facilities with the hard and soft skills needed to secure steady employment and build stable, productive lives.

None of this progress happens by accident. It's driven by the relentless care and commitment of IPI's leadership and staff across the state. I'd like to thank the IPI team for raising the bar each and every day and for believing in the power of second chances. Together, we are building a safer, brighter future for the State of Iowa for all citizens.

Sincerely,
Dr. Beth Skinner, Director

A LETTER FROM THE IPI DIRECTOR



Looking back at this fiscal year, one thing is abundantly clear: Iowa Prison Industries' success is built on resilience, adaptability, and a strong commitment to our mission. Just in the last twelve months, IPI has faced several obstacles and organizational shifts, yet our staff and incarcerated associates have faced every challenge head-on. As I reflect on how we have grown and adapted not only in the past year, but in years past, I could not be more proud of how far we have come or more optimistic about where we're headed.

As mentioned earlier, adaptability continues to be a core strength and driving force of IPI's success. As situations change, we adjust and evolve, whether it be customer needs, DOC institutional requirements, or the needs of our staff. We've also continued to increase the amount of training opportunities and apprenticeship programs that are offered to the incarcerated associates in our care, allowing them to build valuable, in-demand skills to help them find and maintain gainful employment once they are released back into the community.

This past year, the organizational culture of IPI has been a primary focus as we continue to build a strong, safe environment where staff feel supported, heard, and valued in their roles. One of the ways we've addressed this is with the formation of the IPI Employee Enrichment Group, or EEG for short. This group, comprised of leaders from the DOC SST, ERC, Wellness Committee, and Change Champions has been hard at work devising ways we can take the benefits of these DOC-wide efforts and focus them inward for the means of our organization. Based on our preliminary culture survey, there is a lot to take pride in, but also some key areas where it's clear we can continue to grow. I look forward to seeing how this group will help lead the charge to strengthen our organizational culture and set us up for success in the future.

Our traditional and private sector programs saw a noticeable jump in sales this fiscal year, with a $1,212,150 increase over FY25. On top of operating at no cost to Iowa's taxpayers, IPI had a total of $204,729 in net sustainable income in FY26, which is used to expand our program and offer more opportunities to the incarcerated individuals in the facilities.

IPI is often called one of the hidden gems in state government, and the true heartbeat of this organization is our people. Each day, our staff bring care, dedication, and determination to do their best work, turning daily obstacles and challenges into achievements that uplift the State of Iowa. It is a privilege to lead this group as we look towards the future and all of the ways we support our great state and all of its citizens.

Bob Fairfax, Deputy Corrections - IPI Program Administrator

LOCATIONS & PROGRAMS

Rockwell City
North Central Corr. Facility

Traditional Industries:
Welding, Assembly, Painting

Private Sector:
Metal Products

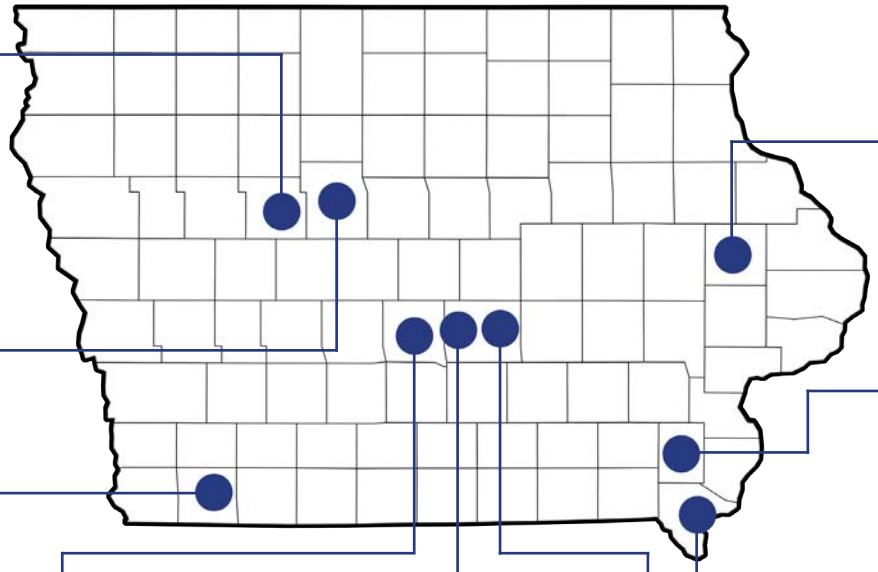
Fort Dodge
Fort Dodge Corr. Facility

Traditional Industries:
Textiles, Braille

Private Sector:
Sewing

Clarinda
Clarinda Corr. Facility

Private Sector:
Cargo Trailers



Anamosa
Anamosa State Penitentiary

Traditional Industries:
Chemicals, Print, Braille, Graphic Arts, Signs, Filters, Boxes, Plastics, License Plates

Business Office:
Purchasing, Finance

Farms:
Row Crops

Mount Pleasant
Mt. Pleasant Corr. Facility

Private Sector:
Assembly

Fort Madison
Iowa State Penitentiary

Traditional Industries:
Textiles

Des Moines
Showroom, Customer Service, Sales, Marketing

Traditional Industries:
Federal Surplus, Seating, Labor Services, Textile Services

Mitchellville
Iowa Correctional Institution for Women

Traditional Industries:
Embellished Apparel & Uniforms, Imaging

Private Sector:
Sewing, Packaging, Assembly

Newton
Newton Corr. Facility

Traditional Industries:
Canteen, Home Building, Braille



Anamosa



Showroom



Canteen



Farms



Fort Dodge



Home Building



Fort Madison



DSM Operations



Mount Pleasant



Rockwell City



Mitchellville

IPI EMPLOYEE AWARDEES

The topic of culture building has been one of much discussion this past year, and it continues to be as IPI looks for new ways to foster an environment where all staff feel heard and valued. One of the cornerstones of such a culture is recognition for accomplishments — thus the foundation of the IPI Employee Awards.

Each year, IPI staff will have the opportunity to submit nominations for the following three categories:

- Supervisor/Manager of the Year
- Employee of the Year
- Team of the Year

Once nominations have been submitted, IPI's Employee Enrichment Group votes to select the winner for each category. Names and other identifying information are removed to create an anonymous, unbiased selection process that is based purely on merits and accomplishments.

Supervisor/Manager of the Year - Justin Opfer



Justin exemplifies daily what it means to be a committed, results-driven manager needed to run not only his initial assignment from IPI, but multiple others as well. As our organization has transformed, he has been the first person to step up and do what is best for the organization, regardless of the tasks or duties needed to achieve those goals.

He took over Mitchellville operations and has pivoted what is done operationally at the institution in its product offerings, staffing and institutional requirements working with the prison. He also manages and oversees the Central Canteen, one of the first in the nation and nationally recognized as a leader in inmate services. Additionally, he leads with his supervisors at IPI's Fort Dodge and Rockwell City operations. He never complains about being stretched too thin and has the respect and acceptance of his staff at each location while leading these sectors of IPI. His excellent leadership of all of these diverse locations shows that he is a true leader in IPI's management ranks and an invaluable asset to the pursuit of our organization's mission and vision.

IPI EMPLOYEE AWARDEES

Employee of the Year - Tammy Nielsen



Tammy Nielsen consistently transcends her core responsibilities to advance the mission of both her team and IPI. She distinguishes herself as a proactive leader, frequently volunteering for high-priority tasks well outside her standard scope of work. She has been a key asset with our new direction for continuous improvement. Her commitment to excellence is evident in her meticulous, timely reporting and the integrity she brings to every professional interaction — from the I/I's to shop staff to our PI partners. Most notably, Tammy has been a catalyst for growth within IPI's private industries program. Through her collaboration with the DOC Legislative Liaison, she successfully advocated for critical code changes and is still working to secure vital funds back into IPI's pocket, directly strengthening our training initiatives and long-term sustainability.

Team of the Year - Rockwell City



Rockwell City is designing new grills, park benches, outdoor tables, and more within IPI's expanding outdoor furnishing product line, while also excelling at producing custom products for any application. Over the past year, the team has distinguished themselves as a vital asset to our operation. Beyond their consistent process and Global improvements, they have demonstrated remarkable agility in working with Sales to develop new products and prototypes to meet evolving customer needs. Their culture is defined by a team-first mentality, unfailing professionalism and a proactive willingness to tackle any challenge.

The winners of this year's IPI Awards will now be submitted to the statewide DOC Employee Recognition Awards, where they will have the opportunity to be recognized on the Department level.

NEW & NOTABLE PRODUCTS

Expanded Law Enforcement Uniform Line



Throughout the fiscal year, IPI added a variety of new law enforcement clothing items for online ordering, including gloves, knee pads, Defender pants and performance training t-shirts.

Name Bars & Name Bar Holders



Thanks to new machinery in IPI's engraving shop, a selection of Blackinton name bars and holders can now be customized and ordered.

Task Chairs & Guest Seating



Coming five years after ceasing all furniture production, IPI's new chair line includes a variety of task and guest seating, including stools and heavy duty 24/7 chairs.

Expanded Outdoor Furniture Line



IPI added several new park furnishing options to its catalog, including new bike racks, trash receptacles, and the high-end Bastian line which includes a bench and picnic table.

Avant/Aterra Soaps and Sanitizers



In addition to new dispensers, IPI added four new hand soap/sanitizer options that provide maximum cleanliness and cost effectiveness for our customers.

IOWA CODE §904.801
STATEMENT OF INTENT

It is the intent of this division that there be made available to inmates of the state correctional institutions opportunities for work in meaningful jobs with the following objectives:



To develop within those inmates willing to accept and persevere in such work:

a) Positive attitudes which will enable them to eventually function as law abiding, self-supporting members of the community;

b) Good work habits that will assist them in eventually securing and holding gainful employment outside the correctional system;

c) To the extent feasible, marketable skills that can lead directly to gainful employment upon release from a correctional institution.



To enable those inmates willing to accept and persevere in such work to:

a) Provide or assist in providing for their dependents, thus tending to strengthen the inmate's family ties while reducing the likelihood that inmates' families will have to rely upon public assistance for subsistence;

b) Make restitution, as the opportunity to do so becomes available, to the victims of the offenses for which the inmates were incarcerated, so as to assist the inmates in accepting responsibility for the consequences of their acts;

c) Make it feasible to require that such inmates pay some portion of the cost of board and maintenance in a correction institution, in a manner similar to what would be necessary if they were employed in the community;

d) Accumulate savings so that such inmates will have funds for the necessities upon their eventual return to the community.

OUR MISSION, VISION & VALUES

Mission

A self-sufficient program that positively impacts participant lives, reduces recidivism, and provides valued products and services to our communities.

Vision

A meaningful work training opportunity to develop utilizable skills for every person.

Values



Teamwork
To work collaboratively towards our goals



Integrity
To do what is right in all circumstances, guided by ethical principles, honesty, and trustworthiness



Accountability
To accept responsibility for our actions, behaviors, and decisions as well as the outcomes that result



Professionalism
To create a positive and productive work environment by exhibiting respect among all levels of the organization



Continuous Improvement
To actively seek out ways to learn and improve ourselves and our organization

OUR STRATEGIC GOALS

1. To develop leaders and problem solvers

- Our staff - Provide increased opportunities for staff to expand their knowledge of shop operations and develop them as leaders
- Our incarcerated individuals - Provide training and work opportunities to prepare I/I's for a safe and productive life upon release and reentry into society

2. To promote a culture of communication and cooperation

- Improve communication throughout IPI with staff and I/I's while building relationships with all of our stakeholders
- Create a continuous improvement mindset throughout IPI by continuously working to improve our processes

3. To achieve or exceed financial goals

- Each staff member and I/I will understand how their job impacts IPI's financial success, ensuring that IPI is sustainable for the future

4. To develop new opportunities for growth in traditional and private industries

- Continuously develop new programs, products, services, and markets for growth in traditional industries and PIE (Private Sector Program)



IPI EMPLOYEE ENRICHMENT GROUP

Within the Iowa Department of Corrections, there are several subcommittees that work to strengthen the department's culture and employee experience. These committees include the DOC Wellness Committee, Employee Recognition Committee, and Change Champion network, all of which have IPI representatives among their ranks. With culture being an ever-growing point of emphasis within IPI, we recognized the value in forming our own organizational subcommittee that combined the culture efforts of those previously mentioned directly inward. This fiscal year, IPI's Employee Enrichment Group (EEG) was formed.

This culture team collaborated to identify three primary, measurable goals that it will address within IPI:

- People Development - Provide IPI staff with the resources they need to grow as professionals
- Psychological Safety - Staff feel comfortable taking risks and sharing ideas without fear of retaliation
- Communication Excellence - Ensure our communication is transparent, inclusive, and multi-directional

Since its formation, the Employee Enrichment Group has created a detailed charter for the upcoming fiscal year, as well as begun rolling out video content to IPI to communicate important information and updates related to the three primary goals.



Bob Fairfax
EEG Chairman



Sara Schnotala
EEG Co-Chair, ERC



Ann Baughman
DOC SST



Tammy Nielsen
DOC Wellness



Keith Paulson
ASP Wellness



Jacob Bonert
ASP Change Champion



Seth Essing
FM Change Champion



Chris Becker
CO Change Champion

IPI LEADERSHIP TEAM



Ann Pollock
Chief Financial Officer



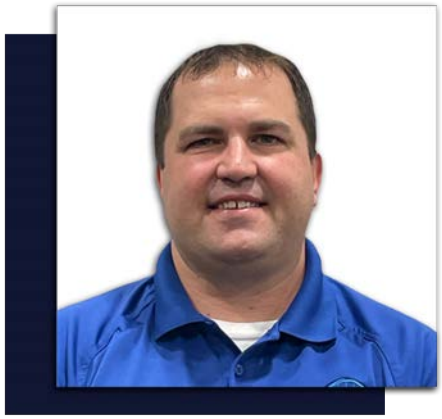
Ann Baughman
Customer Service & Marketing Manager



Clint Schmidt
General Operations Manager/ Sales Manager/Plant Manager (MTP, FTM)



Luke Fowler
Plant Manager (Anamosa)



Justin Opfer
Plant Manager (ICIW, RWC, FTD, Central Canteen)



Chad Squires
Plant Manager (Home Building)

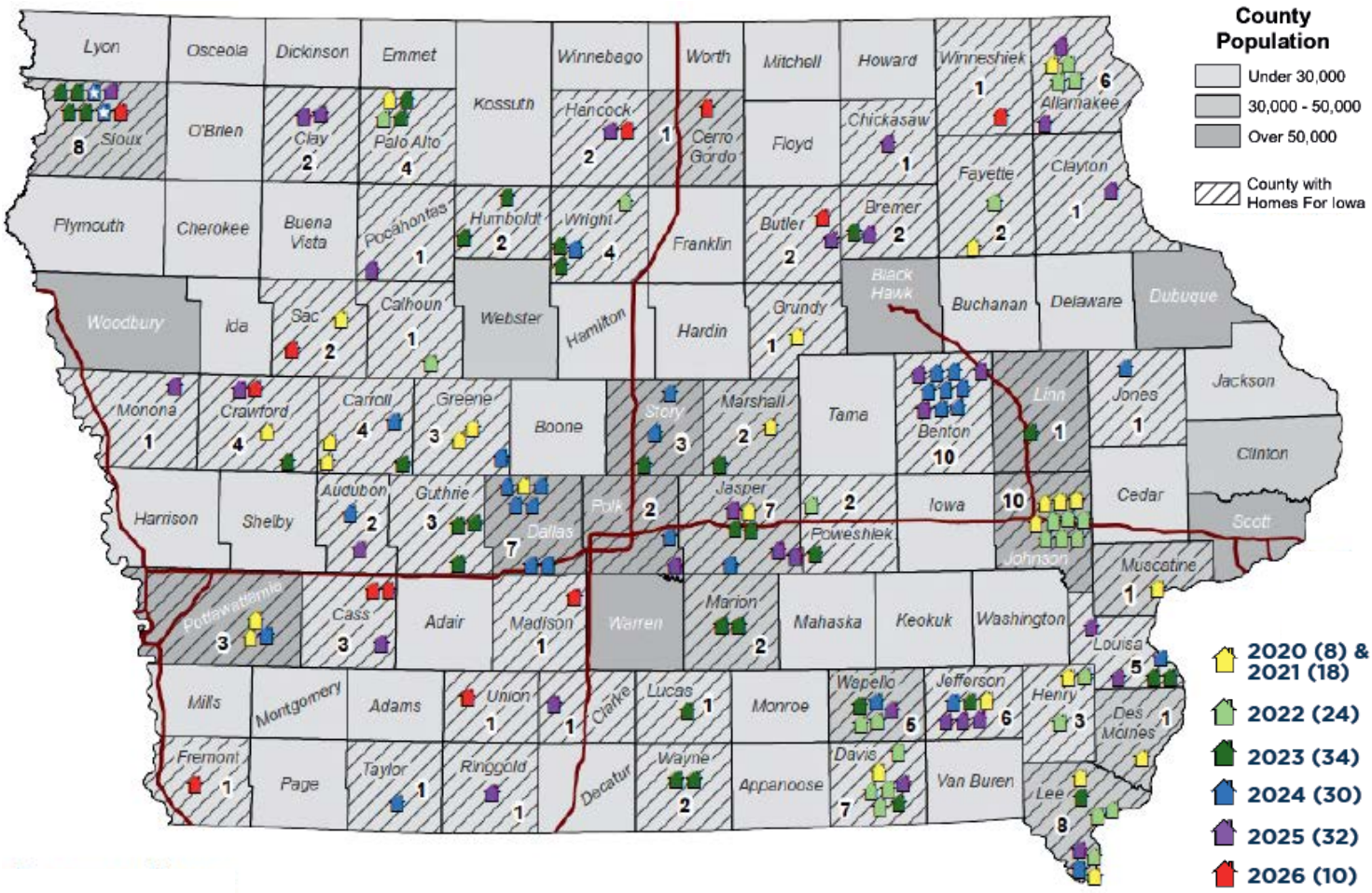


Mike Lynch
Farms Manager (Anamosa)

HOME BUILDING PROGRAM

The IPI Home Building Program is located at the Newton Correctional Facility and builds homes for Homes for Iowa, Inc. a 501(c)(3) organization that aims to address Iowa's housing shortage. The program trains incarcerated individuals in several trades with the goal of helping them find gainful employment upon release. Construction on the first home began in 2019, and since then, many participants have been able to find employment in the construction trades using the skills they learned in the program.

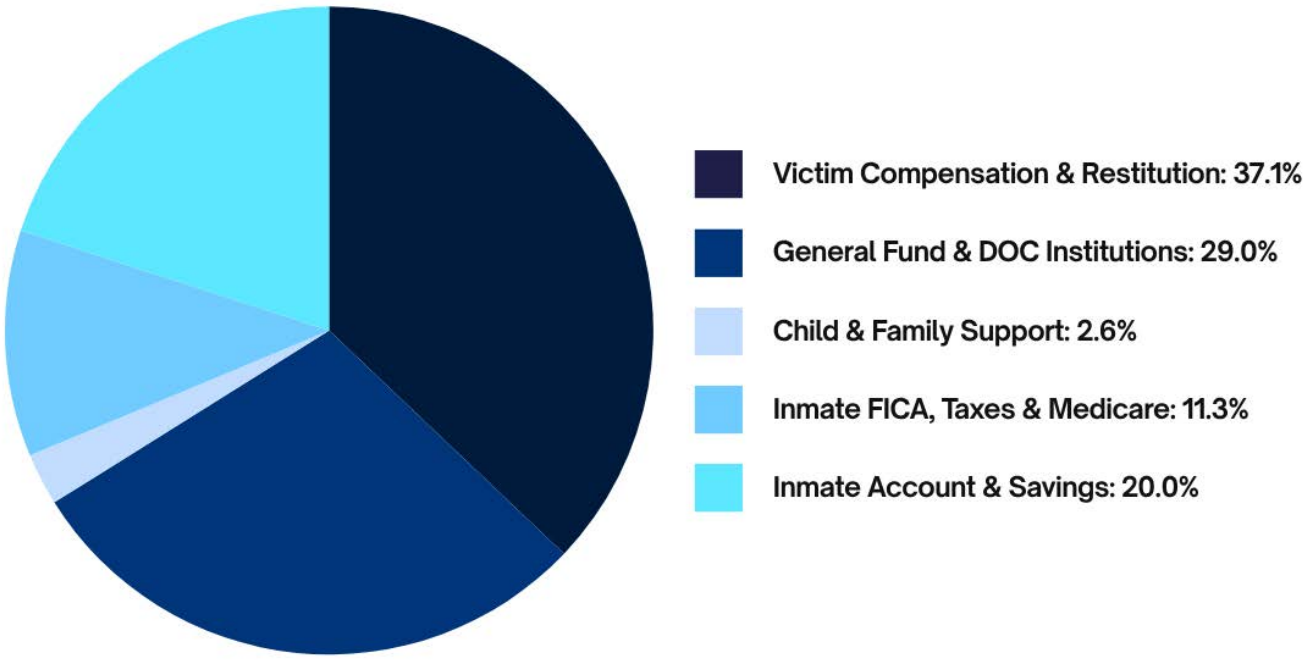
The incarcerated men in the Home Building Program learn skills that are in high demand in the construction industry such as framing, drywall, roofing, plumbing, and electrical work. They are also able to work towards apprenticeships that are recognized and approved by the Federal Department of Labor's Office of Apprenticeship.



WAGE DISTRIBUTION
PRIVATE INDUSTRIES

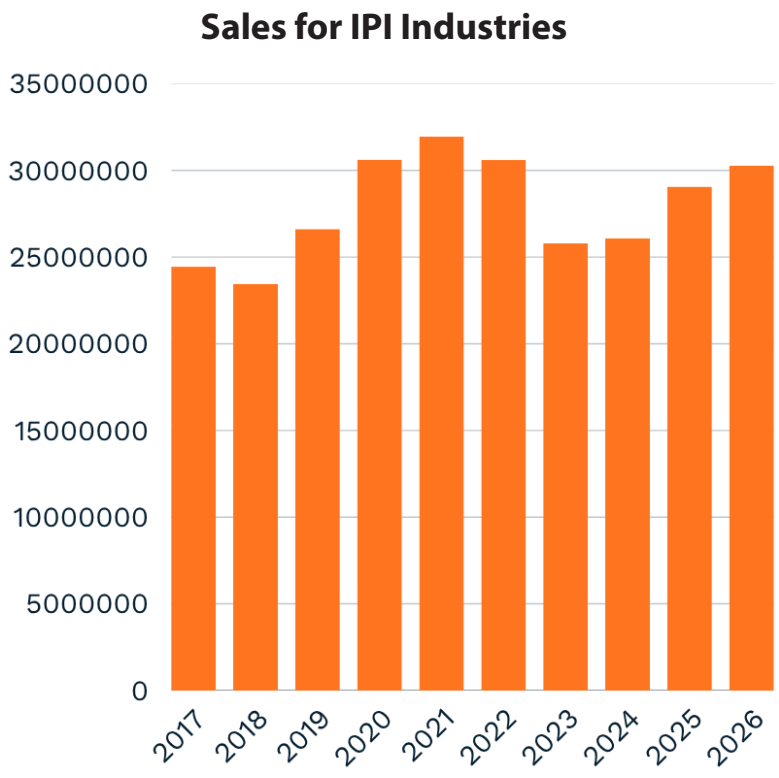
	CY2025 1/1/25 - 12/31/25	CY2024 1/1/24 - 12/31/24
Inmate Participants	**400**	**355**
Gross Wages	$7,413,209	$6,779,262
Withholdings for Taxes, FICA & Medicare	834,973	780,228
Court Ordered Child & Family Support	193,519	219,221
Victim Compensation & Restitution Payments	2,748,401	2,566,400
Returned to Iowa's General Fund & DOC Institutions	2,152,884	1,913,245
Amount Deposited in Inmate Account & Savings	1,483,432	1,300,168

Wage Disbursement for Private Sector Industries



FINANCIALS
TRADITIONAL & PRIVATE INDUSTRIES

Income Statement	FY2026	FY2025	Increase/Decrease
Sales	$30,270,576	$29,058,426	$1,212,150
Cost of Goods Sold	25,191,951	23,838,131	1,353,820
Gross Profit	5,078,626	5,220,295	(141,670)
Operating Expenses	3,832,923	3,757,200	75,723
Net Income from Operations	1,245,703	1,463,095	(217,392)
Other Income (Expense)	(623,820)	(507,457)	(157,581)
Canteen Redistribution	375,936	540,648	(164,712)
Net Sustainable Income/(Loss)	**$245,946**	**$414,991**	**($210,262)**
SLFRF Funding* **Funding with DAS for building expansion at Homes for Iowa Newton location*	2,500,000	3,500,000	(1,000,000)
Net Sustainable Income After SLFRF	**$2,745,946**	**$3,914,991**	**($1,169,045)**



FINANCIALS
TRADITIONAL & PRIVATE INDUSTRIES

Balance Sheet	FY2026	FY2025	Increase/Decrease
ASSETS			
Current Assets			
Cash	$10,969,830	$9,566,774	$1,403,056
Accounts Receivable & Other	2,216,578	3,798,952	(1,582,374)
Inventory	7,365,142	6,636,019	729,123
Prepaid Expenses	2,920,320	3,425,969	(505,649)
Total Current Assets	**$23,471,870**	**$23,427,714**	**$44,156**
Property, Plant & Equipment			
Land	$230,540	$222,666	$7,874
Machinery & Equipment	2,682,584	2,672,331	10,253
Buildings	9,818,786	7,163,791	2,654,995
Vehicles	504,700	461,934	42,766
Leased Assets	226,262	359,278	(133,016)
Total PPE	**$13,462,872**	**$10,880,000**	**$2,582,872**
TOTAL ASSETS	**$36,934,742**	**$34,307,714**	**$2,627,028**
LIABILITIES & EQUITY			
Liabilities			
Accounts Payable	$753,512	$713,333	$40,179
Deferred Revenue	15,611	0	15,611
Short Term Lease Liability	108,842	131,623	(22,781)
Total Current Liabilities	**$877,965**	**$844,955**	**$33,010**
Long Term Liabilities			
Accrued Vacations Payable	$625,212	$611,865	$13,347
Accrued Sick Leave/Ret Pay	37,362	93,796	(56,434)
Long Term Lease Liability	126,543	235,385	(108,842)
Total Long Term Liabilities	**$789,117**	**$941,046**	**($151,929)**
Total Equity	**$35,267,659**	**$32,521,713**	**$2,745,946**
TOTAL LIABILITIES & EQUITY	**$36,934,742**	**$34,307,714**	**$2,627,028**

FINANCIALS
FARMS

Income Statement	CY2025	CY2024	Increase/Decrease
Revenues & Gain/Loss on Inventory	$795,327	$1,942,211	($1,146,883)
Total Operating Expenses	1,307,744	1,647,250	(339,507)
Operating Income	(512,416)	294,960	(807,337)
Other Income/(Expense)	50,683	(167,068)	217,751
Net Sustainable Income/(Loss)	**($461,733)**	**($127,892)**	**($589,625)**

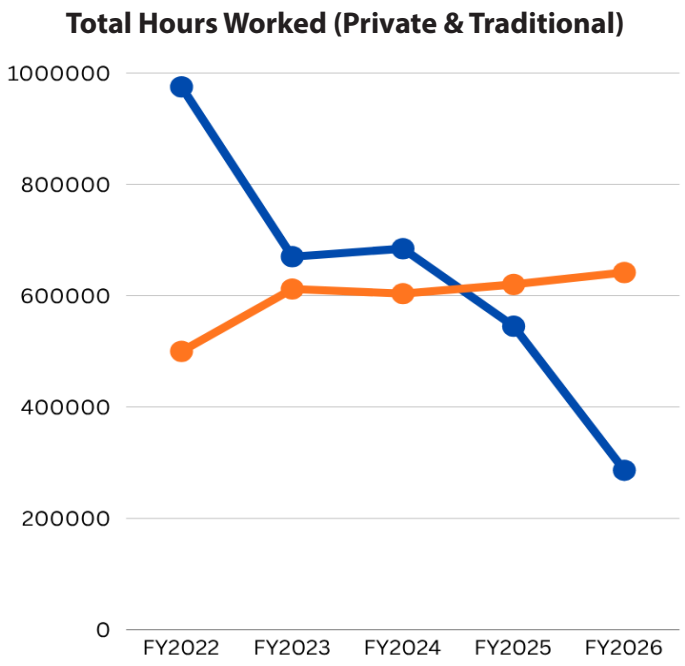
Balance Sheet	CY2025	CY2024	Increase/Decrease
ASSETS			
Current Assets			
Cash	3,460,440	3,658,410	(197,970)
Accounts Receivable & Other	362,621	573,450	(210,829)
Total Current Assets	**$3,823,062**	**$4,231,860**	**($408,798)**
Fixed Assets			
Vehicles & Buildings (net)	158,783	243,381	(84,598)
Total Mach/Equip/Purch Breeding Stock	114,507	182,199	(67,692)
Total Fixed Assets	**$273,291**	**$425,580**	**($152,289)**
Total Other Assets (Land, PPE, Other)	**$143,156**	**$145,817**	**($2,661)**
TOTAL ASSETS	**$4,239,509**	**$4,803,257**	**($563,749)**
LIABILITIES & EQUITY			
Total Current Liabilities	90,751	195,074	(104,323)
Total Long Term Liabilities	46,887	44,579	2,308
Total Liabilities	**$137,638**	**$239,654**	**($102,015)**
Total Equity	**$4,101,870**	**$4,563,604**	**($461,773)**
TOTAL LIABILITIES & EQUITY	**$4,239,509**	**$4,803,257**	**($563,749)**

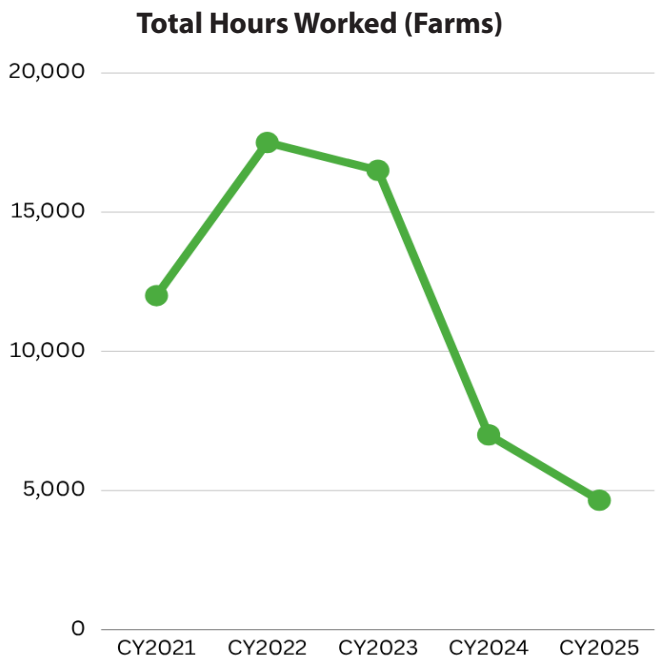
WORK TRAINING HOURS

TRADITIONAL	FY2026	FY2025	Increase/(Decrease)
Total Hours Worked	641,547	620,126	21,421
Inmates Employed (FTE)	308.4	298.1	10.3

PRIVATE	FY2026	FY2025	Increase/(Decrease)
Total Hours Worked	286,266	545,037	(258,771)
Inmates Employed (FTE)	137.6	262.0	(124.4)

FARMS	CY2025	CY2024	Increase/(Decrease)
Total Hours Worked	4,675	6,979.5	(2,304.5)
Inmates Employed (FTE)	2.25	3.45	(1.2)



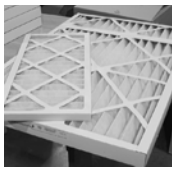


PRODUCTS & SERVICES



CHEMICALS & CLEANING SUPPLIES

General Cleaning, Floor Care, Restroom, Warewash, Laundry, Health Care, Paper Products, Shank-Free Tools, Gloves



AIR FILTERS

Standard & High Capacity Pleated, Polyester Pad, Synthetic Pocket, Special Requests, Custom Sizes



BOXES & PLASTIC BAGS

Boxes: Corrugated Boxes 6" - 24"
Bags: Starseal, Layflat, Gusseted, Printed



PRINTING / GRAPHIC ARTS

Newsletters, Calendars, Annual Reports, Letterhead, Envelopes, Forms, Specialty Items, Custom Print



BRAILLE TRANSCRIPTION

On Demand Transcription, Book & Music Transcription, Duplication, Large Print Textbooks, Braille Business Cards



PARKS & REC FURNITURE

Benches, Picnic Tables, Docks, Grills, Fire Rings, Trash Receptacles, Story Frames, Refurbishing Services



MOVING & INSTALL

Moving & Installation of Offices, Furniture, Miscellaneous Items



FEDERAL SURPLUS

Acquires & Makes Available to Iowa Organizations Excess Federal Vehicles & Equipment



CHAIRS

Office Task Chairs, Heavy Duty 24/7 Chairs, Task Stools, Guest Chairs, Guest Stools



APPAREL

Embroidery, Screen Printing, Office Apparel, Public Safety Uniforms, Safety & Work Clothing, Bags & Briefcases, Name Bars



INMATE CLOTHING & TEXTILES

Jeans, Scrubs, Jackets, T-Shirts, Undergarments, Mattresses, Sheets, Pillows, Towels, Washcloths



INTERIOR/EXTERIOR SIGNS

ADA Pictograms, Door Signs, MUTCD, Street Markers, Destination Signs, School Spirit, Custom Signs, Banners, Wayfinding, Posts & Hardware



FILMS & DECALS

Perforated Window Films, Vehicle Decals, Clear Window Decals, Backlit Films, Vinyl Lettering/Graphics



ENGRAVING SERVICES

Nameplates, Plaques, Recognition Boards, Acrylic Awards, Clocks, Drinkware, Pen & Pencil Sets, Custom Engraving



DOCUMENT IMAGING

Scanning, File Indexing, Data Entry, Microfiche/Microfilm Conversion, USB/CD/DVD to PDF, Secure Document Destruction

CONTACT INFORMATION

Sales Office/Showroom

1445 E Grand Ave, Des Moines, IA 50316
800-332-7922

Ann Baughman | Customer Service & Marketing Manager
515-725-8711

Clint Schmidt | Sales Manager/General Ops Manager
515-681-0268

Tammy Nielsen | Private Industries Program Manager
515-669-1954

Karen Donahue | Sales Coordinator
515-975-6958

Rob Doe | Sales Coordinator
319-350-8536

Chris Becker | Marketing Specialist
515-725-8707

Customer Service

Chris Hoisington | Counties, State and Federal Government, Churches, Non-Profits
515-725-8706

Michele Anderson | DOC/DHS Institutions
515-725-8709

Andrea Voyna | City Government, K-12, Colleges, Universities, Health Care
515-725-8708

Barb SniderLucht | Customer Service Assistant
515-725-8712

Business Office

406 N High Street, Anamosa, IA 52205
319-462-3547

Purchasing Office

406 N High Street, Anamosa, IA 52205
319-462-3504

IPI Farms

406 N High Street, Anamosa, IA 52205
319-462-3504 ext. 7708

IPI Plants

Anamosa: 319-462-3504

Des Moines Operations: 515-266-6913

Fort Dodge: 515-705-7227

Fort Madison: 319-316-7180

Mitchellville: 515-725-5310

Mount Pleasant: 515-385-6693

Newton: 641-791-9242

Rockwell City: 712-297-7717



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