



IPI Newsletter

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January 2011

Baysden Surprised By Retirement Party

With his last IPI Board Meeting scheduled for the next day, Roger was planning to enjoy a relaxing dinner with the IPI Board Members and Managers on Thursday, December 16, 2010. Instead, he walked into a room where over 40 colleagues, friends and family members had gathered to wish him well in his upcoming retirement.

Thanks to the secret work of Maria Contreras, guests were treated to cake and hors d'oeuvres while waiting for the guest of honor to arrive. Once Roger arrived,

IPI managers, Board Members and DOC colleagues enjoyed the opportunity to say a few words about their time working with Roger over the past fourteen years.

Some accolades of Roger's tenure as IPI's Director:

- Expanded income from \$7.8 million to over \$25 million per year
- Developed one of the most comprehensive private sector inmate work programs in the US and tripled the inmate work force
- Secured permanent locations for



IPI Advisory Board Chair Michael Peters (right) presents Roger with a retirement certificate from Governor Culver.

IPI's Federal Surplus program and Showroom without any

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Baysden's Corner

BY ROGER L. BAYSDEN
IPI DIRECTOR



By the time that you read this letter, 2010 will be behind us, a new governor will either be in office or soon to be, half of our fiscal year will be over, and a few of us will be ready to leave the department, or have left already. So let me devote this letter to you.

Collectively you and your fellow workers have pulled together one of the premiere prison industry programs in the country. The work that you do helping to guide our offenders down a path of good behavior, harnessing their energy in a productive way that generates high quality products day in and day out is simply amazing. You have built a reputation of excellence, dependability and cost efficient manufacturing.

I often hear of comments from our customers that warms my heart and reaffirms the quality organization that you have become. One example, in late November, Bob Fairfax came into my office and placed an order on my desk

for \$914,000 from Iowa State University for spring delivery. In contrast, in 1996, ALL of the Regents combined purchased \$136,000! My, my, my, how we have moved on. Since 1996, IPI has manufactured over 30 million dollars for the Regents! Over the next 12 months, Anamosa will deliver several million dollars in furniture for the DOC and not miss a delivery to our regular customers. Mitchellville, once our smallest business, and Newton have become our fastest growing business units now pressing Anamosa in sales.

You provide the DOC with over one million hours of offender training for free, per year! You pay your salaries, pay your benefits and turn your profits into new buildings, new equipment and new ideas! Your private sector operations have generated over 25 million dollars in wages for offenders, over 9 million in room and board for the general fund, 2.3 million in child and family support and over 5 million in taxes. Iowa is now 5th or 6th in inmate private sector in the entire country. Now contrast this with 39th in population! Our farm operations have

been one of my greatest learning curves and the past 14 years have delivered profits in all but two years. Our farms are in good hands.

Finally, year in and year out, state government has its ups and downs, yet IPI steadily moves forward! This is the mark of quality people, proud of their work and dedicated to leaving something better when they finish than when they started. You have the respect of loyal customers, the admiration of the legislature and the promise for a bright future.

I could go on and on with your accomplishments, but I think you get the point and understand how proud I am to have had the opportunity to serve as the Director of such a stellar group! You are simply amazing. IPI operations have provided me with the best job that I have ever had and for that I am grateful. Working with each of you is something that I shall treasure the rest of my life.

I wish each of you and your families all of God's goodness, and I know that the best IPI years are ahead.

SALES & MARKETING

Customer Spotlight: Community Action of Siouxland

Workers out of a job in Sioux City now have a new place to help them on the road to finding a new job in today's market thanks to the combined effort of Iowa Workforce Development, Western Iowa Tech Community College and spearheaded by the Community Action Agency of Siouxland.

Jean Logan, Executive Director of the Community Action Agency of Siouxland, and Mary Bertram, Development Director, were key in the planning and purchasing of beautiful mission furniture for the Morrell Transition Center location. They felt that it would be a more welcoming office, help ease the nervous times when people are out of a job and looking for employment, and give a "home" feel to their experience when visiting the site. Mike Peters, Board Chairman of the IPI Advisory Board, also was key in bringing

IPI together with the Agency on this great work project.

IPI wishes to thank Jean, Mary and the crew on their support of the inmate training program provided by Iowa Prison Industries. They know the importance of teaching skills, and developing work ethic in our inmates so that they become productive members of society. Their mission fits right in with the mission of IPI – "Helping People, Changing Lives". In effect, that is exactly what we try to do as well.

Best wishes to many years of success in this venture. And if you are ever in the Great Northwest of Iowa be sure to stop and see this top notch facility that is helping people daily.



Left to right: Mary Bertram (Development Director), Pat Johnson (Facility Manager), Jean Logan (Executive Director) and LaRae Lyons (Cmnty Service Director)



New Face At The IPI Showroom



newest person at the location. Say hello to Maria!

Maria Contreras, assistant to Director Roger L. Baysden, has been with IPI for almost three years. She came to IPI from the Iowa Lottery and before her career in

The Sales Showroom at 1445 East Grand is pleased to welcome a new bright, smiling face to our location. When you walk in the door, you will see our

state government she was employed as an administrator for a major insurance company.

Maria is originally from Honduras (Central America), but was raised in Vail, Colorado. She spent her childhood in the Rocky Mountains where she learned to ski and appreciate the outdoors before moving to Des Moines in 2001. While she doesn't enjoy the Midwest weather, she does enjoy the people.

Maria is currently working on a degree in Accounting Information Systems. When not at work or school, she enjoys traveling with her daughter Tiffany.



Des Moines staff (left to right: Ann, Dennis & Scott) manned tables to sell Novelties & Gifts at the Governor's Annual Holiday Boutique / State Employee Luncheon. Not only were sales a success, but IPI also gave away dolls to all those that visited our tables.

Baysden Retirement *continued from Page 1*

appropriations

- Opened the first statewide commissary of its kind that serves as the model for other states
- Served as President of the National Correctional Industries Association and received national recognition

for his leadership

Thank you Roger, for all that you have done for Iowa Prison Industries. We all wish you well in your retirement!



The IPI Showroom in Des Moines will be named the Baysden Building to honor Mr. Baysden and his accomplishments as IPI's Director.

Sales Report Card

FY11 YTD New Customer Sales By Sales Rep

(June 30, 2010 through November 30, 2010)

Dennis Barry \$24,485	Michael O'Brien.... \$292,035
Scott Klinefelter ... \$283,944	Kevin Peterson \$6,029

FY11 YTD Customer Satisfaction Card Results

(June 30, 2010 through November 30, 2010)

	Excellent	Good	Below Average
Sales Representative Knowledge	87.8%	11.7%	0.5%
Timeliness of Delivery	77.4%	20.3%	2.3%
Delivery Service	82.9%	16.3%	0.8%
Quality of Goods	84.3%	13.7%	2.0%
Value for Money	83.0%	15.2%	1.8%
Question/Problems Handled Promptly	86.2%	12.8%	1.1%
Average	83.3%	15.2%	1.4%
	Yes	No	Maybe
Would you recommend us to others?	100%	0.0%	0.0%

1st & 2nd Qtr New Customer / New Project Orders

(For a complete list contact the Des Moines office)

Customer	Products.....	Sales
Clinton Children's Discover Ctr	Custom Displays.....	\$36,909
Waterloo CSD	Computer Tables	\$27,421
Oxford Junction Elem	Library Furniture.....	\$6,482
Lake McBride State Park.....	Grills	\$5,148
Iowa School for the Deaf	Office Furniture.....	\$8,796
Monona County Jail.....	Jail Beds.....	\$43,583
US District Court.....	Furniture.....	\$7,351
Iowa Western Cmnty College.....	New Dorm.....	\$206,160
Marshalltown CSD.....	Green Chemicals	\$930
Nevada High School	Office	\$17,671
Polk Co Court Admin.....	Tables	\$3,701
Humboldt Co EMS	Desks & Seating	\$9,179
Daves Co Schools.....	School Furniture.....	\$40,070

NEWTON

Holiday Gifts To Iowa's Offenders

Thanks to IPI Central Canteen, the holidays will be a little brighter at all nine Iowa correctional institutions this year. IPI Canteen Division kicked off the season by giving all 9,000 Iowa offenders a holiday gift. Each package included a soup, a Tootsie Pop, a Chick-o-Stick, a candy cane, taffy, and a holiday greeting card. Although the economy has impacted Central Canteen just as it has affected most businesses in Iowa, we felt that it was important to continue our holiday tradition as a token of appreciation for all of the Iowa offenders who serve as our valued customers.

Along with taking the time to thank our loyal customers for another great year of business, we at IPI Canteen Division have again given offenders' family and friends the opportunity to surprise their incarcerated loved ones with holiday

gift bags. This year, we delivered approximately 1,500 regular bags and 2,600 deluxe bags, for a total of

4,000 plus gift bags throughout Iowa's nine institutions. The regular bags, which consisted of 23 items, were sold for just \$11.00. The deluxe bags, which included 45 products, were sold at \$25.00. We have received numerous positive comments from offenders' family and friends about how happy they were to be able to send their incarcerated loved ones a real holiday gift. We have also heard over and over again how pleased the recipients of the holiday gift bags have been.



Canteen offenders assembled 12,000 gift bags this holiday season.



Annual Worker Appreciation Gathering

What could be better than a banana split? How about all the banana splits you can eat for a crew of offender employees who haven't had ice cream in a long while! On Tuesday, December 21, IPI Canteen Division treated its 40-man team to banana splits with every topping

imaginable. Along with the ice cream, we also provided cakes, flavored coffee and juice. Not only did all our employees get to eat their fill, they also had fun creating their own unique banana split combos that would rival those at any ice cream shop in Iowa.



Shop Spotlight: Rockwell City Goes Orange

This winter when the snow starts piling up on Iowa's roadways, you may notice a few bright orange snow plows clearing them off. These plows are not new but sure could pass as such.

Iowa Prison Industries staff and inmate workers in Rockwell City have been refurbishing plows, plow wings and sign trailers. Some of the equipment is in relatively good shape and just needs minor repairs prior to being repainted. Other pieces need major repairs including replacement of panels and mount brackets. All of these repairs are being completed at a fraction of the cost to the Department of Transportation compared to purchasing new equipment replacements.

When the equipment is delivered to our shop, IPI staff and inmate workers examine the equipment to determine what type of repairs will be needed. Each piece needs different levels of repairs. A cost estimate is prepared and sent to the DOT for their approval prior to beginning the work.

Following the DOT's approval, the equipment is then disassembled, sandblasted, repaired, primed and



Snow plows before & after.



repainted before being reassembled.

The inmates, along with staff guidance, are learning to fabricate, grind, weld, sandblast, paint and rebuild equipment and machinery items.

We also have a program in place for the inmates that show an aptitude for welding to become certified welders. This type of knowledge will hopefully assist them in retaining full time employment once released from prison.

Some of the other projects Rockwell City has been working on are Military Vehicles. Federal Surplus acquired two old military vehicles. One is a 1953 Willys



1953 Willys Jeep after restoration.

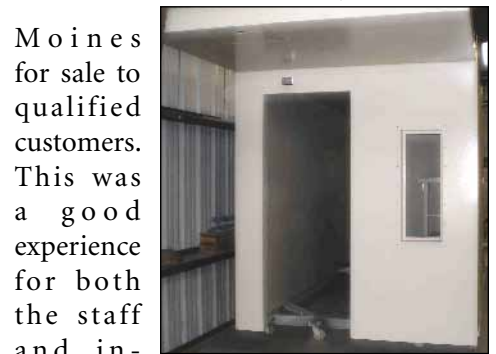
Jeep. Like the ones we all remember from MASH, (for those of us who are old enough to remember MASH). The other vehicle is a 1952 M-37 Dodge Power Wagon 3/4 ton truck. Both of these vehicles were a frame-off restoration project. Inmate workers did the work along with IPI staff. It was a little difficult finding the parts for these older vehicles, but what we could not find we either repaired the old or fabricated a new part. Both of these vehicles will be at the Federal Surplus in Des



Rockwell City Staff (left to right): Dave London (Supervisor), Doyle Austin (Senior Technician), Rita Light (Technician) and Craig Hilpipe (Production Coordinator).



Inside & outside views of the jail pods.



Moines for sale to qualified customers. This was a good experience for both the staff and inmates at Rockwell City.

We are awaiting our next order of steel jail pods. There are two orders in the works and once all the contracts are approved from the customer and finalized through MSSSI we should be receiving the material for these and will again start production of these cells. We are excited to get rolling on these again.

FY2011 Sales Update

Anamosa is starting the year off with a strong increase in sales. So far Sales are ahead of last year by 9.1% and we continue to operate in well in the black. Sales were helped by our quick ship furniture program and continued above average sales for many of our divisions.



Tammy Diesburg Retires

We congratulate Tammy Diesburg on her retirement on December 30, 2010, and best wishes in the future. Tammy has

work for IPI for nearly 36 years and has seen a lot of changes during this time. She will miss the customers and staff that she worked with over the years.

Thanks Tammy for all that you have done to make Iowa Prison Industries a better place.

FORT MADISON

Fort Madison Furniture Division - Great Future

Even though Fort Madison started out this FY slower than normal, thanks to the continued support of Iowa Western College, University of Iowa and Iowa State University, Fort Madison has over 4,500 pieces of dormitory furniture to manufacture and install so far this summer with additional orders pending. It will be doubtful if Fort Madison will end up in the black this fiscal year but will start the new fiscal year with a booming start. Fort Madison's staff has stepped up to the plate and is working together to ensure that these orders are produced without overtime along with watching any unnecessary expenses. Team effort is a necessity in getting the job done and Fort Madison has an excellent team.

Our upholstery frame operation has been busy, especially with the new order for the Glenwood Resource Center for 88 pieces of seating. Fort Madison manufactures the upholstery frames for the IPI Mitchellville operation who then upholsters the frames.

Our Furniture and Custom Wood Division continues to grow. Fort Madison will manufacture the millwork and furniture for both the new ISP 800 bed Maximum Security Prison and the expansion of the existing women's prison at Mitchellville. Prints have been approved for both projects. The next step is coordination with the contractors, field measuring, and then manufacturing.

Through the planning of the new prison at Fort Madison, IPI will also have

a new building inside the new prison. It will be a 55,000 square foot building that will be one level instead of the multiple levels that we currently operate out of. Our current building was built in the early 1900s and does not allow

us to set up our production shops in the most efficient manner. The building is old, drafty and would need a complete makeover. With the new building, we



IPI Fort Madison continues to produce beautiful custom wood pieces such as this desk designed and built for the Iowa National Guard.

will be able to set up to allow an efficient production flow starting with raw material to our finished product to delivery to the warehouses for customer delivery.



IPI Fort Madison is looking forward to having a new building at the new prison.

Dolls Enjoyed By Offenders & Recipients

IPI Fort Madison continues to make hundreds of dolls for the MV offenders to dress for donation to needy children. This project is heartwarming for the offenders; they know that these dolls are going to a child and will put a smile on that child's face. We cut the twill for bodies and use our garment printer to

put a cheery face on, then stuff and sew the body together. Depending how Mitchellville dresses the doll determines whether it will be a boy or girl.



MITCHELLVILLE

Governor's Giveaway Dolls Get A Fashion Upgrade

Through the creativity of one offender who grew up helping with her mother's doll making business, along with the dedicated assistance of numerous offender-elves, the Governor's Annual Holiday Giveaway will be a little brighter and a lot more fashionable this year. Last year, 500 children received dolls made at IPI Fort Madison and dressed at IPI Mitchellville in overalls, shirts and gowns made from blue jean scrap material and flannel rags. This year, we have not only increased but also upgraded our production. In 2010, 700 children will receive dolls dressed in IPI Mitchellville's newly-designed hats, gowns, tunics and mini sweat outfits made primarily from scrap fleece from our new sweatpants and sweat shorts operation. Although our offender-designer never



Left: Mitchellville offender-employees with Governor's Giveaway Dolls dressed in newly-designed, IPI exclusive outfits.

thought she'd be using her home-taught doll making skills while incarcerated, she is happy to have the opportunity to give back to the community through her work at IPI. In fact, all of us at IPI Mitchellville

are especially pleased to be passing on these newly-designed gifts which are softer, brighter, and a bit more fashionable than the dolls we dressed last year.

Growth, Growth, and More Growth

Since 1996, IPI Mitchellville has grown from one to four branches, from 16 to 62 offender-employees, and from 5,000 sq. ft. to 30,000 sq. ft. of space. Over the same period, IPI Mitchellville increased its offender labor hours from 30,529 in 1997 to 119,262 in 2009. Along with this increase in offender jobs and labor hours, IPI Mitchellville has also increased the number of training opportunities

available to Iowa's female offender population. In 1996, IPI MV offenders were employed solely in printing and imaging jobs. Today, IPI Mitchellville offers training in chemical production and bottling, data conversion, data entry, framing, panels, plastics, seating, stamps, and textiles.

As IPI Mitchellville has increased in size, it has also enjoyed a corresponding

increase in sales. Total sales for the IPI MV plant grew from \$442,440 in Fiscal Year 1996 to an amazing \$3,419,607 in Fiscal Year 2010.

We've come a long way at IPI Mitchellville, and we would like to go a lot farther. Our biggest challenge for the coming fiscal year: making space to accommodate new products and new businesses!



Mitchellville Panels & Seating



Mitchellville Plastics



BUSINESS OFFICE

IPI Comparison FY97 vs FY10

(Figures as of June 30th unless otherwise noted)

	1997	2010	% Change
Cash	\$3,445,359	\$4,588,050*	33%
Fixed Assets	\$3,687,104	\$5,170,595	40%
Inventory	\$3,517,724	\$7,093,605	102%
Net Worth	\$11,842,941	\$15,939,724	35%
Profit/(Loss)	\$211,165	\$292,608	39%
Number of new operations since 1997: 10			
Sales	\$10,531,425	\$20,283,528	93%
Anamosa	\$6,713,961	\$9,132,210	36%
Ft Madison	\$3,300,165	\$2,833,471	-14%
Mitchellville	\$505,555	\$3,437,732	580%
Des Moines	\$0	\$393,994	
Canteen	\$0	\$4,475,272	
Novelty	\$0	\$10,849	
Private Sector	\$5,000	\$9,441,804**	
Sales to Regents	\$321,284	\$1,901,875	492%
Cost of Goods Sold (% of sales)	80%	78%	-3%
Number of Staff	74	73	-1%
Sales per Staff	\$142,316	\$277,857	95%
Sales per Inmate	\$33,856	\$48,642	44%
Number of inmate contact hours	564,774	711,677	26%

* November 30, 2010 balance

** To the General Fund since 1996

Board Members Recognized For Service

The final IPI Advisory Board Meeting of 2010 – held December 10, 2010, at the IPI Showroom in Des Moines – included recognition of two long-standing Board Members.



Board Chairman Michael Peters was recognized for ten years of service on

the IPI Advisory Board. Mr. Peters is retiring from his duties on the board, and this was his last board meeting. Mr. Peters is a former State Representative and

served as the Voc-Tech Representative on the Board.



Board Member A. Douglas Hillman was also recognized for ten years of service to the IPI Advisory Board. Dr. Hillman is an instructor at Drake University and serves as the Financial Representative on the Board.

We thank Mr. Peters and Mr. Hillman, and all the IPI Advisory Board Members, for their service to IPI.

This Board Meeting also was the last board meeting under Director Roger Baysden's leadership. As such, all IPI managers were present to give updates on their areas and how IPI has changed over the last fourteen years.



The IPI Management Team (left to right): Al Reiter, Clint Schmidt, Cathy Benedict, Roger Baysden, Becky Munoz, Bob Fairfax and Shawn Preston

DES MOINES

Building For The Future...

Des Moines is adding a storage warehouse to its property. This building is 75x50 and will be used for storage of surplus property.

The building was purchased through Midwest Wholesale Steel and is being constructed using inmates from the



Newton Correctional Release Center. A local contractor poured the footings and concrete slab the last week of October, and the building material arrived on site on November 15th.

This project has been a learning

experience for both the staff and the inmates, but everyone involved has taken a can do-will do attitude and excited to have this project finished.

Weather permitting, this building should be completed in early 2011.

Federal Surplus Inventory Highlights



Servo-Lift Meal Carts: \$100 each 16 in stock



1983 & 1984 Jeep CJ-7s: \$2,100 each 2 in stock



1986 Chevy Shop Trucks: \$4,000 each 2 in stock

Federal Surplus is available to qualified organizations only.

Contact Clint Schmidt at 515-681-0268 for more information.

ON THE LIGHTER SIDE



Birthdays

Make sure you jot down these upcoming birthdays so you can make sure they have a great day!

January

- 12 – Deanna Cross (NW)
- 22 – Dale Schwickerath (NW)
- 26 – Scott Klinefelter (DM)
- 27 – Mike Lynch (Farms)
- 30 – Kevin Peterson (DM)
- 31 – Lennie Miller (AN)

February

- 1 – Kim Zimmerman (AN)
- 2 – Cindy Reck (AN)
- 7 – Ruthie Weideman (AN)
- 15 – Dan Crook (DM)
- 19 – Peter Quackenbush (AN)
- 21 – Jed Kinion (Farms)
- 28 – Maria Contreras (DM)

March

- 4 – Steve Anderson (FM)
- 9 – Sandy Bunce (AN)
- 23 – Darcy Austin (AN)
- 23 – Tammy Luchtenburg (AN)

April

- 1 – Seth Essing (FM)
- 1 – Becky Munoz (FM)
- 4 – Mike Kuper (AN)
- 22 – Mark Merfeld (AN)

Please submit any personal news you would like included in the IPI Newsletter to your plant manager or to Ann Baughman at the Sales Office.

The Stork Arrives In Newton Again

Brian and Teresa Sickels are happy to announce the addition of a beautiful baby girl to their family. Skye Sickels was delivered at Mercy Hospital in Des Moines on August 27, 2010, and was 19.25 inches, 7 pounds 2 ounces at birth. In addition to her proud parents, baby Skye has two big brothers who started spoiling her from the moment she arrived.

