

IPI Newsletter

A Quarterly Newsletter

April 2006

IPI Holds First Ever Company Wide Meeting

On February 23, 2006, IPI employees from all plants gathered together at the University of Iowa for the first IPI Training Conference in the history of IPI! The one-day meeting was packed with a variety of fun-filled activities and motivational speakers, allowing every IPI employee to come away from the meeting with a renewed sense of teamwork with fellow employees, pride in the many accomplishments that IPI has made over the years and a vision for the future of IPI.

IPI was honored to have three customers take time away from their busy schedules to speak to the employees about their dealings with IPI:

1. Paul Carlson, Chief Operating



After lunch, all IPI Staff gathered together for our first ever group photo! Can you find yourself?

Officer, General Services Enterprise, State of Iowa

2. John Josten, Assistant Director Facilities & Operations, Residence Services, University of Iowa
3. John Stephen Klopp, Purchasing Agent III, University of Iowa

All three speakers spoke of the working relationship between IPI and their respective organization and how that relationship came to be. They also focused heavily on the quality of products and services that IPI provides. Sandy

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Baysden's Corner

BY ROGER L. BAYSDEN
IPI DIRECTOR

Much has occurred over the past six months that has tested our resolve as an organization. We have had escapes, lockdowns, plant restructuring and changes in both IPI and DOC that will likely have a lasting impact on IPI. I like to think of this as the "Challenge of Change." How we deal with these changes will chart our course for years to come.

DOC has embraced the notion of managing their supply and purchasing much like IPI. This of course will require IPI to bid for the DOC business, of which I support 100%.

It is imperative that every state agency gets best prices on comparable products. At the same time, if IPI is to be competitive, we must reevaluate the services that we provide DOC for free. We all know that someone has to pay. By eliminating the free services, IPI will be able to reduce our manufacturing and selling costs on some items. I do hope that all of the IPI staff understands that DOC is doing what they should do and that everyone looks at this as a new opportunity for IPI. There may be business units that we close up, but at the same time this new purchasing may open new avenues for IPI.

We are also making several staff

changes that have enormous promise for new growth, new ideas and expanded opportunities. We will move Clint Schmidt to Des Moines. He will be working with the new plant at Rockwell City (more on Rockwell City in July) and expanding the opportunities at State and Federal Surplus as well as bidding state projects. Shawn Preston will be moving to Mitchellville and will continue to oversee Newton as well.

So, I challenge everyone to think outside of the box; what customers, what products or services could we add to our stable product offering, how will we "Chart Our Course" for the future of IPI?

Sales & Marketing

Customer Spotlight: Glenwood Resource Center

IPI would like to thank Glenwood Resource Center for their support of Iowa Prison Industries' chemicals and furniture divisions. Currently this fiscal year, the Center ranks in our top 15 customers (excluding Canteen) with invoiced sales of over \$175,000 to date and approximately another \$75,000 in open orders.

Glenwood Resource Center uses a wide variety of IPI chemicals products ranging from hand sanitizers to floor care products. Sales Representative Kevin Peterson works with Max Cupp, Director of Environmental Services, on ensuring Glenwood receives quality products that meet the needs of this large facility. The most recent chemicals project involved the installation of twelve IPI Ultra Systems and respective products in the residence homes. The Ultra Systems, which are chemical proportioning systems, have proven to be more cost effective in chemicals usage and, even more importantly, have created a safer environment for both clients and staff. Glenwood plans to add twelve more homes in the near future and IPI looks forward to working with them on the continuation of the Ultra System program. The main laundry facility at Glenwood, supervised by Mark Lauenroth, does over 900,000 pounds of laundry per year using IPI's Injection Laundry products and systems. For individual client use, Glenwood also purchases Laundry Detergent Plus in 50 pound boxes that the residents repack-age into single-use size storage bags.



Aerial view of the Glenwood Resource Center campus

Sales Representative Scott Klinefelter also works extensively with Max Cupp on furniture orders. Glenwood uses a combination of Overstuffed and Madison Lounge furniture for the cottages and clients' living spaces as well as Cayler-Wall Saver Chairs. Recently Scott, Max and the Anamosa Metal Shop worked together to design a chair specifically for clients' use as dining chairs to provide the necessary back support to force them to sit upright during meals.



Scott Klinefelter & Max Cupp

It has been a pleasure working with Max and his staff as well as Betty Hauger in Purchasing to provide Glenwood Resource Center with Exceptional Service, Reasonable Prices and Quality Products. We also thank Glenwood for their willingness to accept later delivery dates than planned on dorm and lounge furniture due to the lockdown. Glenwood's support of IPI is very much appreciated and we look forward to meeting their needs for years to come.

How did you like the IPI Training Conference?

The Sales & Marketing Team would like to hear your comments on the following aspects of the meeting as well as any suggestions you may have for future meetings:

- | | | | |
|--------------|---------|------------|---------------|
| - Goody Bags | - Time | - Location | - Door Prizes |
| - Speakers | - Meals | - Content | - Overall |

Please send your comments to Bob Fairfax at the Des Moines Sales Office or via e-mail at bob.fairfax@iastind.state.ia.us.

Open House Held At New Showroom

The IPI Sales Office & Showroom hosted its first open house in over five years to show off its new home at 2323 Dean Avenue on Thursday, January 23, 2006. We estimate that nearly 100 customers toured the Sales Office and Surplus operations during the open house! A variety of customer categories were in attendance as employees of state government, universities, institutions, local schools and churches found the time to stop by.

Open House attendees were treated to coffee and cookies made at Fort Dodge Correctional Facility. Everyone that attended was also allowed to register for an Ice Chest manufactured by IPI Fort Madison. Over 75 people registered for the Ice Chest drawing and the winner was Marsha McBee of DHS. Congratulations!

IPI would like to thank everyone that attended our Open House and we hope you enjoyed your visit. If you were unable to attend and have not had a chance to visit our new space at 2323 Dean Avenue, we invite you stop by! Surplus is open from 8:00 a.m. to 2:00 p.m. Tuesday through Friday and the Sales Office and Showroom is open weekdays 8:00 a.m. to 4:30 p.m.



The winner of the Ice Chest, Marsha McBee (center), with IPI employees Laurie Reynolds (left) and Ann Bouslaugh (right).

Trivia Challenge Answers: 1. University of Iowa; 2. Max Cupp; 3. Dave London; 4. Over 40; 5. Mitchellville & Newton; 6. Marsha McBee; 7. 16-20

How Important Is Customer Feedback?

In the Sales and Marketing Department, we are constantly looking for ideas, concepts and ways to increase our customer exposure and operating revenues for Iowa Prison Industries. We use many diverse methods to try to reach our target audience, and our efforts directly affect our results as evidenced by our quarterly report card. Our Mission to provide Quality Products, Reasonable Prices, and Exceptional Service is best judged by the customers that use our products on a daily basis. How do they judge us? Let's look at that:

- **Customer Response Cards** give us immediate feedback on how we are doing in "their eyes."
- **Customer Complaints & Requests** tell us where the concerns are and what we can do to correct the problem. In taking care of the customer's problem, complaints turn into opportunities to show our commitment to customer satisfaction and create a more dedicated customer.
- **Testimonials** are perhaps the most powerful indicator of how we do our jobs! Any customer that will give us this endorsement knows and appreciates the value of our program to the State of Iowa and the taxpayers.
- **Referrals** are very convincing to any potential customer when they hear about us from someone who is using our program effectively and to their benefit. Referrals can be unsolicited and extremely effective.
- The **IPI Web Site**, while it may sound funny, has been the initial contact with IPI for many a customer. This in effect is our unsung sales rep that has contact with any potential customer and provides them immediate information when they want it.
- **Trade Shows & Meetings** allow us to condense our message to a target group. We receive immediate face-to-face feedback from customers on specific needs and requirements and they can make any requests for

products and services that they may need. This is one of the most effective and timely methods of learning customers' needs and requests.

- **Product Recommendations & Requests** have proven invaluable as the majority of our products come from someone asking us "can you do this?" Many of our best selling products started from either a customer request or an idea from an IPI staff member. This type of feedback is key to staying current in the marketplace.

Although these are not all of the methods of how we receive feedback and learn from our customers, you can see that there are many directions that information can travel back to IPI to complete the sales loop. The harder we try to complete the loop and to satisfy our customers, the more important it is that we listen and pay attention to all feedback, both the good and the critical.

It is also important that all IPI em-

ployees realize that they are the link that we rely on regarding information and idea generation. It is invaluable

when our employees such as Greg Hart, Craig Ahlen, and Tangela Buerckley provide us with leads and names to follow up on. Please keep the leads and prospects coming to us, you are our ears and eyes and Sales & Marketing Department thanks each and every employee who will and has taken the time to inform us about a prospective customer opportunity.

Iowa Prison Industries... Dedicated to Providing Exceptional Service, Reasonable Prices & Quality Products.

Thank you for your order. At IPI, we are always looking for ways to improve the quality of our products and services. To do that, we need to know what you think. Please take a few minutes to fill out the form below. Your comments are extremely important to us.

	Excellent	Good	Below Average
<i>Please circle the appropriate number:</i>			
Sales representative knowledge	1	2	3
Timeliness of delivery	1	2	3
Delivery service	1	2	3
Quality of goods	1	2	3
Value for money	1	2	3
Questions/problems handled promptly	1	2	3

Would you recommend us to others? Yes No Maybe

Products Purchased: School Furniture Office Furniture Library Furniture
 Dorm Furniture Printing Signs Chemicals/Cleaning
 Braille License Other _____ *All Order # _____*

Comments or Suggestions: _____

OPTIONAL: Name: _____ Title: _____
 Organization: _____ Phone: _____

May we display your name and organization with your comments in _____ Yes No our advertising/promotional materials?

*Our exclusive guarantee is your assurance that all purchases from Iowa Prison Industries will last a long time and serve you in a manner you have a right to expect. If there are any problems with the quality of the materials or workmanship, we will adjust, repair or replace to YOUR satisfaction. —Roger L. Baysdon, Director IPI

Iowa Prison Industries
 A Division of The Department of Corrections
 800-670-4537 • www.iprisonind.com

Thank you for your time & comments. Simply drop this card in the mail; postage is prepaid.

Sales Report Card

Sales Change From FY 05 to FY 06 (through March 31, 2006)

Category	Change (%)
Custom Wood	-13.0%
Hskpg/Laundry	-4.3%
Metal Furn	22.4%
Ft Mad Furn	-58.9%
Textiles	-8.3%
Panels/Seating	-31.9%
Plastics	219%
IPI Overall	-3.7%

Also showing increases are License Plates, Signs and Braille at Anamosa, Tourism at Ft. Madison, Printing, State Surplus and CD-Rom at Mitchellville and Canteen at Newton.

3rd Quarter New Customer Orders (For a complete list contact the Des Moines office)

Customer	Products	Sales
North Central Jr High (N Liberty)	School Furn	\$175,600
Perkins Elem (Des Moines)	School Furn	\$81,653
South Union Elem (Des Moines)	School Furn	\$50,639
Colfax Mingo HS	School Furn	\$40,325
Kingsley Elem (Waterloo)	School Furn	\$22,634
IKM Schools	Lockers	\$20,673
DCI (Council Bluffs)	Office Furn	\$12,330
DAS - Ankeny Labs	Air Filters	\$9,588
Scenic Acres (St. Olaf)	Seating	\$5,684
Little Flower Rest Home	Lounge Furn	\$4,620

3rd Quarter New Customer Sales By Sales Rep

Dennis Barry \$0	Scott Klinefelter \$16,950	Michael O'Brien	... \$329,062	Kevin Peterson \$106,319
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YTD Customer Satisfaction Card Results (through March 31, 2006)

	Excellent	Good	Below Average
Sales Representative Knowledge	85.6%	14.1%	0.3%
Timeliness of Delivery	74.4%	22.5%	3.1%
Delivery Service	82.2%	17.0%	0.9%
Quality of Goods	83.6%	15.0%	1.4%
Value for Money	81.9%	17.7%	0.4%
Question/Problems Handled Promptly	82.4%	16.4%	1.2%
Average	81.5%	17.3%	1.3%
Would you recommend us to others?	Yes 97.9%	No 0.5%	Maybe 1.7%

Mitchellville

Surplus Sales On The Rise

Surplus property is starting to return back to the levels of sales needed to maintain profitability. In February, an article was printed in the Des Moines Register, which increased sales dramatically. Shortly after the article was printed, a local television news crew did a very nice piece on IPI as a company. If you want to see the video, you can contact Ann Bouslaugh at the Sales Office, or visit WHO-TV's web site at <http://www.who.tv/global/category.asp?c=51406>.

As far as the Federal Surplus program is going, we are starting to get vehicles in that are available to sell to governmental customers. Vehicles have been picked up from Pennsylvania, Texas, Missouri and Kansas. We will focus Federal Surplus on larger items and will develop an inventory that we can turn over quickly. We will be hiring a driver to help with the issues of getting Federal Surplus into our system from the entire United States.

Message From The MV Plant Manager

As most of you know, Mitchellville is making changes in its leadership. Shawn Preston is taking over the MV Plant operation, and I will work with the new Rockwell City operation as well as focusing on getting both State and Federal Surplus up to where I want them to be.



Clint Schmidt



Shawn Preston

I have worked with Shawn for eight years; he is fair, consistent and always is looking for better ways to incorporate staff and offender workers on a common goal or project. Shawn's abilities and perspective of correctional industries will be a great asset to this plant, and I am proud to have him succeed me to take over what has been started.

At the IPI-MV plant, I have spent the last six years working with a great bunch of workers, both staff and offenders. We have accomplished so many things at Mitchellville. The MV plant has been a great opportunity to show what these offenders and staff can accomplish, and has always been willing to do what is needed to get any projects done to meet the needs of our customers.

P&S Adds Lounge Products

Panels and Seating has added new products to its line: Overstuffed Lounge Seating and the Mission Group. Fort Madison will continue to make the frames and complete the staining, but the items will then be sent to Mitchellville for upholstery work and shipping. These products will increase the offender work hours significantly, and an additional staff person may be needed to help with the supervision for the shop. With the year-end coming this next quarter, sales are already starting to increase and hopefully will meet the goals set for this fiscal year.

Rockwell City Facility To Open

After much hard work and coordination from various IPI staff and NCCF staff and inmates, IPI will start training at the new Rockwell City facility on April 10th! Thank you for all your work!

The Industries Supervisor for the new facility is Dave London, and he starts work for IPI on April 7th. Dave is retired from the Marines and the US Army, has been in Corrections for nine years and most recently was an Assistant Unit



Dave London, Rockwell City Industries Supervisor

Manager at Fort Dodge. We will be hiring a technician in the next couple of weeks to help Dave in managing and supervising the new RWC Facility. Under the leadership of Plant Manager Clint Schmidt and Supervisor Dave London, we look forward to seeing the quality products coming out of Rockwell City.

The Rockwell City facility will concentrate on the production of dormitory furniture beginning with

loft bed production. Fort Madison will cut all of the wood and sheet stock for Rockwell City along with completing all necessary glue up. Rockwell City will plane, underfeed, bore, route, assemble, sand and finish all beds, safety rails and wardrobes. Orders for dormitory furniture will still be placed with Fort Madison. IPI looks forward to better meeting our dormitory customers' needs by the increased production and decreased turnaround time that Rockwell City will offer.



The phone number for the IPI Rockwell City operation is 712-297-7717.

Moving & Install Prepping For Busy Summer

Moving & Install's schedule is booked through August with the usual projects: ISU, Des Moines Schools and Grinnell. At the end of April, we will be moving the Department of Corrections and the DOC Training Academy to their new location.

Right after that project, we will jump to Ames to debunk the entire campus dormitories so ISU can host the 2006 National Special Olympics that start May 18th. This may sound like a simple

job, but it takes a great deal of time coordinating the workers and the appropriate buildings as well as the actual work involved debunking the rooms and stacking the dressers so they are not damaged. We estimate that it will take

us seven 10-hour days and 80 offenders to get this done on time. Then, once the summer campers leave ISU, we go back in and put everything back in place. We are looking forward to the challenge of this project.

You miss 100% of the shots you never take. -- Wayne Gretsky

Newton

Print & Imaging Shops Continue To Increase Sales

The Print Shop and Imaging Shop are both setting their sights high as their sales are increasing tremendously. Both shops are gaining new customers as well as opportunities to expand what they are selling to our current customers.

The Imaging Shop will house a server that is tied into another server with the Iowa College Aid Commission, and will immediately transfer the data it is imaging from microfilm to the end user. With this new way of transferring data back to the customer, many doors should be opened to other state agencies. Hopefully by the time the next newsletter is ready for publication, IPI will have the results and be awarded the bid to provide data entry services to all state agencies, something we already do on a limited scale.

New Music CDs Offered By Canteen

Iowa's offenders will soon be able to purchase an entire new listing of music CDs. No less than 80 selections are included. A broad range of musical interests is covered including country, rock, soul/hip hop and rap. All of these categories have proved to be popular and the artists and titles that will be available should prove to be another winner for our incarcerated offenders.

Canteen Introduces New Products

The Central Canteen continues to assume its national leadership role in correctional industries. One way we do this is by striving to provide products to meet our customer needs. It is this sensitivity to people that keeps us busy in creating new ideas via products and services to enrich our great state! We are introducing over forty new products that will be available for purchase in the near future.

Inmates can choose from over thirty new food items. An emphasis on offering more nutritional value to the inmates as well as offering a variety of tastes was considered. New choices will include instant breakfast meals, cereal

bars, cookies, chips, assorted candies, relishes and a replacement roast beef with gravy.

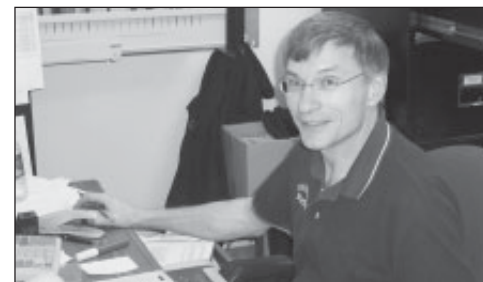
Some important non-food items have also been added to the new catalog. Our electronics section has been expanded to include additional radios and headphones to purchase. A new shave cream and shaving bag along with additional makeup have been added in our personal care lines. A new dictionary that now includes a thesaurus will also be available.

A new commissary catalog will be released featuring these new items. We anticipate this new issue to be well received by inmates throughout the state.

Dale Schwickerath: Volunteer Worker of the Quarter

Newton Community Theatre can attribute part of its success to our volunteer worker we are recognizing this quarter. Dale Schwickerath has actively been assisting in the planning and production of numerous activities for the theater over the past five years. His multi-skilled backgrounds have well qualified him to be an integral part of this important community program. Dale is currently on the Board of Directors and is the chairperson for the Green Room Committee that is responsible for providing refreshments at intermissions.

"My Fair Lady" can now be seen at the theater that is a part of the YMCA. "Marrying Walt" is the next play offered



Dale enjoys spending part of his time outside of work volunteering for the Newton Community Theatre.

to the community. Keep in mind this is a service that is provided to everyone. For more information call 641-792-1230 or visit the web site at www.newtoncommunitytheatre.org.

On behalf of the entire Newton community, we salute Dale Schwickerath as our volunteer worker of the quarter for enriching our community.

Fort Madison

Dorm Growth Continues, Operation Expands

After getting the furniture shop back up and running in the past few months, Fort Madison is geared up for a busy schedule through August. Thanks to the continued support of colleges and universities across Iowa, especially Iowa State and the University of Iowa, Fort Madison Furniture is working on dormitory furniture for over 1,350 rooms scheduled for delivery this summer.

To help with this continuing growth of our dormitory furniture, Fort Madison has expanded the dormitory furniture operation to Rockwell City. Rockwell City will manufacture all of the loft beds, safety rails and wardrobes starting with the beds in April. Orders for dormitory furniture will continue to be processed by Fort Madison. The expansion will allow Iowa Prison Industries to meet our customer's needs in a more timely manner and will also allow us to produce more orders than space and time previously permitted. Fort Madison will cut all of the wood and sheet stock for Rockwell City along with

all necessary glue up and ship to Rockwell City. Rockwell City will plane, underfeed, bore, route, assemble, sand and finish all beds, safety rails and wardrobes. Fort Madison will also supply Rockwell City with scrap pieces of wood for novelty pieces. See page 4 for more on the Rockwell City facility.

The shift of some of dormitory furniture production to Rockwell City will also allow the Furniture Shop to have the space and time necessary for the production of the many other standard items they previously produced such as the Whitaker and Auburn Office Systems, school desks and a variety of other products. Fort Madison will also continue to manufacture the wood frames for the lounge furniture lines that will now be upholstered at Mitchellville.

The Furniture Shop is also excited about the prototype kitchen they are in the process of manufacturing for U of IA. If the prototype is approved, the university plans to purchase 250 units per year for the next three years.

Fort Madison Rebounding From Lockdown

FY2006 has turned out to be a tough year so far for Fort Madison with not only sales down by almost 50% but also the recent 2-1/2 month lockdown that we experienced. Thanks to the hard work of our staff, we have pulled together to make changes in our plant that will result in making it a more secure and efficient operation. On the plus side, Fort Madison has over 1,350 rooms of dormitory furniture to manufacture and install this summer. Team effort is a necessity in getting these orders done.

Summer Orders

University of Iowa – 855 rooms
Iowa State University – 233 rooms
Des Moines Schools – furniture refinishing plus new desks and storage units
Morningside College – 116 rooms
Wartburg College – 84 rooms
Southeastern Community College – 49 rooms
Iowa Wesleyan College – 30 rooms

Business Office

Global Work Center Costing & Inventory Accounting

The Business Office, as well as all the IPI shops, has been very busy preparing for and converting the Work Center Costing and Inventory Accounting parts of Global. License Plates, Sign, Braille and Anamosa Store converted December 1, 2005, while the remaining Anamosa branches and Mitchellville Panels & Seating and Print converted January 1, 2006. All of the rest of the branches (including all of Fort Madison,

all of Newton and the remaining Mitchellville shops) are scheduled to convert May 1, 2006. This has been a process that has definitely been a learning experience for all. It has not been without problems, but we are working through these and many of the changes that we are making will provide us with better inventory control and costing. The Business Office thanks everyone involved in this conversion process.

Textiles Back In Business

After being shut down since the lockdown, Fort Madison's Textiles Shop is now in operation again. The shop has moved back into the IPI building at the John Bennett Correctional Center, which allows IPI to employ inmates that are a lower security risk than those inside the penitentiary. Inmates have been hired and are currently being trained to produce jeans, coats, t-shirts, boxers and mattresses along with IPI's entire line of standard textile products.

Raymond Miller celebrates 30 years of state employment on April 30th. Thanks Ray for your dedication to IPI and the State of Iowa!

Sales Continue To Top Last Year

Anamosa sales growth continues as we finished February with an overall increase of 12.5% over last fiscal year to date. Sustainable income after corporate income is currently at \$773,276. We are fortunate to have a staff that cares about what they do and each one of you should take pride in our success. Most divisions are seeing strong customer demand as they look for the added value that goes beyond the product that is manufactured. Currently we have approximately 160 inmates in full time work. We can attribute part of our success to the good working relationship we have with the institution that now has a new leader.

Friends & Family Of Staff Tour

This last quarter IPI Anamosa hosted several tours of the shops. On March 25 to 27, we had approximately 227 friends and family of staff tour the institution and IPI shops. Comments I hear mostly from visitors are the cleanliness of the shops, the diverse products we offer and the appreciation of quality craftsmanship. It is a great opportunity for family to see what we do.

Recent Customer Testimonials

Saydel High School: School Furniture

"Awesome! High quality, nice, heavy furniture. Great product - a super deal for the \$."

— Marcy Davidson, Art Teacher

Underwood Middle School: School/Library Furniture

"The book carts we ordered are perfect for our needs, delivered promptly, and with no hassles!"

— Lewis Carter, Principal

Please visit our web site for a full list of references and testimonials.

Anamosa

Shop Spotlight: Braille Division

Over the last several years, we have spotlighted each manufacturing shop along with the warehouse and sales team. In the future we will be revisiting our divisions to see what's new. This quarter we are checking back with the Braille Division.

When we met with them last time, Industries Technician Lennie Miller was completing his certification with the Library of Congress in Literary Braille. Since then Lennie and Supervisor Greg Hart have worked to further develop the program. The Braille Division is known to the world as the Anamosa Braille Center and ships products to twenty states and several foreign countries.

The program currently employs 16 to 20 inmates and more are being added every month. Currently eight literary and three Nemeth certified inmates are employed in the shop and four more will be certified soon.

Advancements in tactile graphics by the shop have opened up a new avenue of growth. The division has also seen increased demands from the American Printing House, the State of New York



Industries Technician Lennie Miller works on a project in the Anamosa Braille Center which ships products worldwide.

and the State of North Carolina for transcription and reproduction work. Lennie is currently working on acquiring the contract for transcribing and publishing Braille content for the legislature and helping them meet ADA requirements on material available for the handicapped. And not being satisfied with resting on current services, Lennie will be attending conferences in St. Louis this month that will help to keep the program on the forefront of Braille. Coupled with this success is a strong growth in sales and net income that should continue to keep the program strong for the future.

Thanks to the staff and inmates for their dedication to a valuable program.

IPI Anamosa Welcomes New ASP Warden



Warden Burt addresses the ceremony attendees.

February 14, 2006, marked a change at the Anamosa State Penitentiary. At Anamosa's first Change of Leadership ceremony, we witnessed the changing of the guard as Warden John Ault begins his new duties in Fort Madison and we welcome War-

den Jerry Burt. Approximately 125 staff, local dignitaries and news media attended the event. Warden Burt is taking on this challenge with a strong sense of duty and seeing that the institution continues with its high standards and goals.

Warden Burt is getting to know many of the staff already and is impressed with the Industries program. IPI welcomed Warden Burt with a desk nameplate and mail holder that matches his desk. IPI Anamosa looks forward to long and successful relationship with Warden Burt.

Company Wide Meeting

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Schieb (FDCF Business Manager) and Brad Heir (ISP Business Manager) also joined the meeting to speak about the success the Department of Corrections has experienced using Kaizen methodology to reduce costs and increase efficiencies on various processes in institutions. We thank all of the speakers for their support of IPI and their inspirational speeches.

The IPI managers were also all given the opportunity to introduce their employees and give an overview of their plant. This was a great chance for everyone to learn more about the other plants and the products and services that each shop or department offers. Coupled with plenty of "social time," IPI employees were able to meet face-to-face with staff from other plants that they may have never had a chance to

meet. Perhaps now everyone can put a face to the voice on the other end of the phone or the e-mails they receive on a daily basis.

The IPI Staff enjoyed lunch at Burge Dining Hall, a unique university dining experience – much more like a very high-quality food court at a mall than the cafeterias most of us remember from college! Burge Dining Hall was furnished with IPI furniture from all four furniture shops. Many IPI employees either never get to see the products manufactured in other locations or outside the institutions' walls, so this was a wonderful opportunity to see our finished products being used in their final environment!

And of course, IPI employees did not leave the meeting empty handed! The day ended with Roger Baysden distributing personalized Certificates of

Recognition from Governor Vilsack thanking each employee for their continued dedication and support to the State of Iowa. Each IPI employee also received a "goody bag" filled with a variety of items donated by IPI vendors such as pens, notepads and many other unique items. Door prizes donated by IPI plants and vendors were also given out throughout the day.

But the most important things that we hope every IPI employee walked away from the meeting with are a sense of accomplishment in where we are at today compared to five or ten years ago, a vision for future of IPI and the importance of teamwork and camaraderie between the plants.

Thank you all for your hard work and commitment to excellence; IPI would not be where it is today without each and every one of you.

On The Lighter Side



Birthdays

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

May:

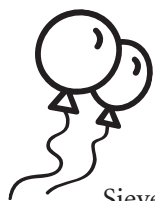
4 – Jeff Otting (AN)
10 – Dan Luensmann (AN)
13 – Mike O'Brien (DM)
15 – Dennis Barry (DM)
17 – Kathy Jaeger (AN)
18 – Chad Squires (NW)
25 – Bob Carlson (Farms)
28 – Bill Gehl (Farms)

June:

4 – Ron Heckenberg (FM)
6 – Ann Bouslaugh (DM)
6 – Clint Schmidt (MV)
7 – Bob Mesecher (DM)
9 – Ann Noska (AN)
10 – Mike Nye (FM)
22 – Chris Frerichs (AN)
24 – Pam Kray (AN)
26 – Laura Mendez (FM)

July:

10 – Dale Koopman (FM)
12 – Shari Redden (FM)
14 – Chris Gillmore (AN)



Family News

Anamosa:

Congratulations to Gary Sievers as he became a grandpa for the first time! Addison Claire Sievers was born on March 28th and, at 20 inches long, weighed in at 6 pounds and 5 ounces.

Business Office:

Cathy Benedict welcomed her first grandson, Trevor Michael, on January 13th. Congratulations



? TRIVIA ? CHALLENGE!

1. What university will receive the most IPI dorm furniture this summer?
2. Who is the IPI sales team's main contact at Glenwood Resource Center?
3. Who is the new Industries Supervisor at Rockwell City?
4. How many new products is the Canteen introducing?
5. What plant(s) will Shawn Preston oversee?
6. Who won the Ice Chest at the Sales Office Open House?
7. How many inmates does the Anamosa Braille Division employ?

See answers on page 2.

Cathy and family!

Pam Kray and husband Gaylen celebrated their 29th wedding anniversary in March by vacationing in Branson, Mo., where they had also spent their honeymoon.