



Inside IPI

Whether You Think You Can Or Whether You Think You Can't, You're Right.



Nearly one hundred years ago, Henry Ford testified to the power of self confidence in helping us achieve our goals. If we believe in ourselves, we are much more likely to succeed in any endeavor.

Alternatively, we can convince ourselves that we cannot accomplish a goal, and we'll probably be right on that as well.

In my travels around our IPI operations, we're starting to see that "we can do this thing". By which I mean reach Orange Belt status!

There are positive changes being made all around IPI, and even small improvements help us appreciate the momentum moving us forward, instead of getting stuck in the belief that something is "impossible".

Instead of "We're not at Orange Belt level", Steve and I are starting to hear "We're not at Orange Belt level YET". Simply putting the word 'yet' at the end of the sentence changes our mindset about our ability to succeed.

So thanks and congratulations for all of the work you and your teams are putting in to achieve success - Henry Ford would approve!

-Dan

By the way, here's a little bit of the symbolism behind the belt colors:

White Belt: Symbolizes birth, and is worn by those who are just beginning their study.

Yellow Belt: Signifies the first beams of sunlight that give a seedling new growth and new life. The yellow belt is worn by a beginner who has learned to practice the basics.

Orange Belt: Represents the growing strength of the sun. The orange belt is given to a beginner once he or she has mastered some of the basics.

Green Belt: Green represents growth, so it is given to intermediate students who are learning to strengthen and refine their skills.

Blue Belt: Blue represents the sky and the light it provides. The blue belt is given when students begin learning additional knowledge that allows their minds to grow and develop.

Brown Belt: Brown represents the ripening of a seed during the maturing and harvesting process, so a brown belt is awarded to advanced students who are beginning to realize the fruits of their studies.

Customer Spotlight

Burlington Police Department: New Furniture For A Newly Renovated Space

The Burlington Police Department moved into an old bank after completely renovating the interior and furnishing with IPI products. The new building will give them plenty of room to grow in the future.

Major Grimshaw spearheaded the project, but Kristin Eland, Fiscal Officer, and the new police Chief Dennis Kramer (previous chief retired during the project) helped along the way. IPI Sales Representative Tammy Nielsen met with the group several times to discuss the program and how IPI could add value to their project. IPI was honored to be selected to furnish the building.

The furniture included custom desks, conference room tables, chairs, break room furniture, interrogation/interview furniture, training room tables/chairs and a variety of speech podiums and common area/lobby furniture. All of the IPI furniture shops had products specified in the project. Fort Madison staff Tony Ellison headed up the installation with the assistance of Tammy.

IPI would like to thank the staff at the Burlington Police Department for giving us this opportunity and providing countless training opportunities for offenders throughout IPI from CAD design to data entry to production.



Shop Spotlight

Moving & Installation: New Female Trash Crews In Des Moines



The Moving and Install Division of IPI has been in the trash removal business for a few years by providing a ditch walking crew to the Iowa DOT. The service is provided to the Grimes DOT and Des Moines North DOT. The route consists of I-80 from Jordan Creek Parkway to exit 146 in Altoona, I-35 from Mills Civic Parkway to the Elkhart exit and I-235. Last year we picked up approximately 175 dump truck loads of trash. Knowing this is a great work opportunity, we were reluctant to cease operation as Move and Install moved into the “heat of the summer” providing services

to ISU and our other school customers. To solve the problem and continue to generate revenue along with work opportunities, Move and Install hired seasonal employee Traci Carpenter (see Employee Highlight page).



On May 7, 2018, we changed to a female offender crew from the previous male offender crews. Traci was reluctant to run a female crew, as the last 20 years of her experience was with male offenders. Traci kept a positive attitude though, and she has enjoyed the transition that has transpired with the female offenders. Yes, they are picking up trash on the highway, but it’s more than that. Traci is happy to be a part of IPI because we help bridge the gap between being incarcerated and being a productive member of society.

Lean Highlights

The Journey to Orange Belt

My how time flies! How is it possible that our year is nearly half over? It seems like it was not that long ago Dan and I were doing our annual Iowa tour and rolling out the overall goals for 2018!

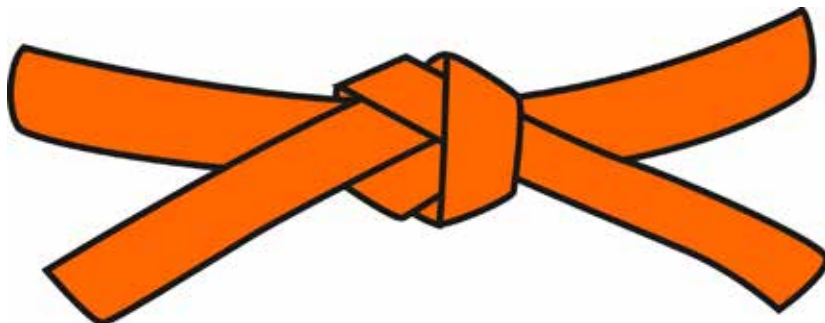
Our people engagement goal of becoming orange belt level by December 31, 2018, is challenging us all to continue to learn and develop skills that will help us continually improve our operations and even our personal lives. I'm happy to report we have a number of teams and shops that have demonstrated they are familiar with the lean tools and PIMS. By doing so, they have achieved YELLOW belt status which is the first step to achieving orange belt level. In all honesty, most of the shops that have successfully been assessed as yellow are very close to being at the orange level! I believe the gap between yellow and orange is easy to close. As people apply the tools of 5S, standard work, and TPM and focus

on getting their issues on their metric boards and addressing the problems and issues impacting their operations, it makes it obvious these things are making their jobs safer and more efficient! They are recognizing the positive results of their efforts by having fewer errors, increasing productivity, reducing lead times, reducing inventory, and improving processes.

So congratulations to all those that have made it to yellow belt! Keep up the good work! For those not quite there yet, I encourage you to review the assessment form and take it one sentence at a time! Before you know it, your team will be at the yellow level too!

As always if you need some help, I'm just a phone call away!

by Steve Forbes



Employee Highlights

New Employees



Traci Carpenter

Traci Carpenter joined IPI's Des Moines Move & Install Team in May as a seasonal employee. Traci comes to us with 22 years of correctional experience. Traci will be supervising the offenders working the ditch walking crews picking up trash along the Des Moines area interstates.



Albert Carr IV

The Des Moines Sales Office welcomes Albert Carr IV as a Sales Representative in the K-12 Education market. Since graduating from the University of Northern Iowa in 2014 as a communications major, Albert has worked exclusively in sales. Albert and his fiancée recently moved to the Des Moines area and are planning an August wedding.



Seth Elledge

Working in both Anamosa Metal Furniture and the Anamosa Warehouse is State Industries Technician Seth Elledge. Seth enjoys spending time hunting, fishing, bowling and riding motorcycles with friends. Seth previously was a Correctional Officer at ASP and is super excited about joining the IPI Team. Seth is engaged to his fiancée that he met at UNI; they are planning on a 2019 wedding.



Taryn Schoon

Mitchellville Textiles welcomes summer intern Taryn Schoon. Taryn is entering her senior year at Iowa State University in the Apparel, Merchandising & Design program with an emphasis in apparel product development. She looks forward to what she will learn this summer and cannot wait to apply this new knowledge to her school work.



Amber Misek

Amber Misek joined the Des Moines Sales Office as a Social Media & Marketing Intern in May. Amber is a Public Relations and Psychology major at Iowa State University graduating in December. She will be working improving IPI's social media metrics as well as assisting with developing and implementing our marketing plans for FY2019.



Joe Fecker

The Anamosa Warehouse welcomes Joe Fecker as a Transport Driver.

Employee Highlights

Promotions

Congratulations to Chad Bildstein and Keith Paulson on their recent promotions! Chad is now the Production Coordinator for Anamosa Metal Furniture and Keith is the Production Coordinator in the Anamosa Braille Shop.



Sandy Bunce Named to 2018 NCIA Honor Roll

Sandy Bunce, Accounting Technician III, was IPI's nomination for the 2018 NCIA Staff Award and was placed on the 2018 NCIA Honor Roll.

The NCIA Staff Award recognizes the superior performance of a correctional industries staff member who has made a significant and sustained contribution to a correctional industries program. Each state is only allowed to submit one nominee for this award.

Sandy was nominated based on the accumulation of her achievements over her 40 years of service. During her career, she has filled many support roles within IPI and has excelled in each of these roles. Sandy has seen many changes in rules, processes, and technology, and she has always approached each challenge with a positive attitude and willingness to learn new skills. Sandy is incredibly reliable, generous with her time, works hard every day, and gets along well with everyone she works with.

Thank you Sandy, for all that you have done for IPI during your career!



Sandy received a clock from NCIA which was presented to her by Director Dan Clark and the Business Office staff. Picture from left to right: Pete Quackenbush, Ann Noska, Tara Dieteker, Chris Greif, Sandy Bunce, Pam Kray, Ann Pollock and Dan Clark

Work Anniversaries

June

- 6 – Laurie Wardlow (Farms), 4 years
- 7 – Seth Essing (FM), 8 years
- 8 – Diane Hughes (AN), 10 years
- 20 – Craig Ahlen (FM), 32 years
- 23 – Jared Ash (AN), 15 years
- 25 – Jacob Simmons (Farms), 2 years
- 29 – Steve Forbes (AN), 3 years

July

- 6 – Jacob Bonert (AN), 3 years
- 6 – Tony Ellison (FM), 6 years
- 8 – Jeff Whitson (AN), 5 years
- 18 – Jeff Bailey (FM), 15 years
- 20 – Bryan Koechle (FM), 28 years
- 21 – Karen Donahue (DM), 1 year
- 23 – Luke Fowler (AN), 8 years
- 25 – Chad Squires (NW), 21 years
- 25 – Wayne Leytem (AN), 13 years
- 27 – Dale Schwickerath (NW), 18 years

August

- 18 – Julie Schaefer (Farms), 18 years
- 20 – Karyn Hartwig-Evans (DM), 11 years
- 21 – Don Chapman (AN), 18 years
- 27 – Peter Quackenbush (AN), 11 years
- 28 – Kent Ashline (AN), 20 years

Employee Highlights

Retirements

Lennie Miller

Lennie Miller's last day with IPI was March 23, 2018. Lennie has done an amazing job running Anamosa Braille Center and mentoring offenders in that shop as they become certified in braille transcription. Over the years, IPI has received many heartfelt testimonials from parents and educators as to the braille shop's role in helping children learn and succeed. Congratulation and best wishes Lennie!



Becky Bessine

Becky Bessine has retired on March 30, 2018, after more than 31 years of service. Most recently, Becky served as the Fort Madison Plant Manager. Becky and her team have accomplished a lot over the years, and she was recently named "National Staff Person of the Year" by the National Correctional Industries Association. We wish Becky the best in her retirement!

To the right is a tribute for Becky; it was written by an offender in the Fort Madison shop.



From Poverty to Prestige: Who Says Little Girls Can't Have Big Dreams

Written By: THE MEN of IPI

To most of us March 30th will be just another day of working the nine to five grind. However, to those of us who have had the privilege to work alongside Mrs. Becky Bessine, we understand that March 30th will be the day we (IPI and Ft. Madison Plant) lose one of our greatest allies and contributors! In light of this event, the Men of IPI would like to acknowledge Mrs. Bessine for all her contributions to IPI (the organization) and IPI (the men whose lives she's touched throughout the years). For those of you reading these words that were never afforded the opportunity and privilege to work with Mrs. Bessine you may ask, "What's so special about her retirement?"

Anyone who has worked for or with Mrs. Bessine throughout her professional career will agree that she has not only talked the talk; she has walked the walk as well! Mrs. Bessine has been an extraordinary example of what heights can be reached professionally when you are determined to succeed, have a great work-ethic, display a positive attitude, and have a passion for what you do. Throughout her career, Mrs. Bessine displayed certain characteristics, and it was those characteristics that propelled her to the top. Mrs. Bessine has been admired for her professionalism, her patience, her charisma, and her dedication (to name a few). However, once you dig deeper you begin to see there's more.

Imagine starting at an organization as a secretary and working your way to the station of Plant Manager. Visualize it... the process of having a definite desire to ascend to the top, to desire something more from yourself and the company you call home. To understand what it will take to position yourself for success in life; and knowing that your desire for success is what will drive those you work alongside to flourish as well. Picture in your...mind coming to work with Men who have been labeled everything from incorrigible to thugs, still having a smile on your face and treating them with the upmost respect. Waiting at the door some mornings, and walking throughout the Plant greeting us with a positive attitude and her now famous, "Hi Guys!!!" This is only a fraction of what Mrs. Bessine will be remembered for.

We, the Men of IPI, could point out the many awards Mrs. Bessine has received throughout her career at IPI; however that's already in the record books. If there's something to be remembered that adds to the secret ingredient that is Mrs. Bessine it's her ability to make you want to work for her, it's her frankness in expressing that nothing in life is free and if you do the right things consistently, opportunities will come your way. Her time at IPI is also an example of how even if you start at the bottom you can work your way to the top. For the past thirty-one years Mrs. Bessine has been a source of opportunity for and an inspiration to the Men of IPI, the Staff of IPI, the customers of IPI and the community as well. Mrs. Bessine didn't just desire better for herself, she also pushed those who worked with her every day, with an understanding that the IPI's success is what matters most. Imagine that... immersing yourself into a company you believe in. In closing we say, "Thank You! For your service to the community and the opportunities that you gave to the Men of IPI."

New Products

Officer Uniforms

Designed to meet the needs for the DOC Correctional Officers, IPI is pleased to offer a line of tactical clothing including short-sleeve polo shirts, long-sleeve polo shirts, and pants. Most items are available in both women's and men's styles. The pants will be manufactured in Fort Dodge Textiles and the shirts will be embroidered in Mitchellville Textiles. The offering is currently available to the Iowa Department of Corrections and will be available.



Work Pants

Fort Dodge Textiles has been working hard on finalizing their new work pants, which will be available for order soon. Styled after name brand work pants but affordably priced, they will be available in three colors.



New Warewash Products

Two new cleaning chemicals for warewash use are now available through Anamosa Housekeeping & Laundry. True Blue Detergent is a manual pot and pan detergent. Powerlube is a soap-based lubricant for use on conveyor systems.



Crystal Beveled Peak Award

A new engraved award is now available in IPI's standard offering through the Engraving shop. It comes with a padded gift box as well.



Rustic Conference Table

The Rustic Conference Table line is now available as a standard product from Fort Madison Furniture. Produced with a solid rustic hardwood top and base and bread board ends, Rustic Conference Tables are available in several sizes.

