



Inside

IPI



Dan Clark - IPI Director

Show Me The Money

Hats off to Steve Forbes for organizing our recent Training Conference in Anamosa – we hope you came away with a better understanding of lean manufacturing and PIMS.

Speaking of PIMS, you may wonder whether Lean is just a nicer way of saying “make more money”. However, I have thoroughly searched the PIMS building structure and have yet to find “money” mentioned anywhere!

If PIMS is not about money, then why are we doing it?

Well, first we want to make our work environments safer, more pleasant, and more efficient.

Second, we want to become the supplier of choice to IPI customers.

And third, PIMS provides valuable work training skills to all our associates, both staff and offenders.

Recall that our Mission is “a self-sufficient program that

positively impacts offender lives, reduces recidivism, and provides valued products and services to our customers.” Our Mission is not to make money, but since IPI is self-funding, we do need to earn enough Net Sustainable Income to maintain and improve the program. As you can guess, reducing waste is a great way to do that.

PIMS is a way of working that engages and trains associates to overcome obstacles, and meet whatever challenges are facing them. Yes, in some cases, these challenges will be financial. In other cases, they might be lead time, or quality, or high turnover.

Whatever challenges we face, they can best be met by standardizing our processes, making things visible, engaging all associates, and using the tools of Continuous Improvement. All of these things are found in the PIMS building structure. (But you won’t find any money there.)

- Dan



IPI was honored to have many distinguished guest speakers at our Training Conference; they each received an IPI t-shirt as thanks for their participation. More photo highlights can be found on page 2.

Conference Highlights

Speakers



John Magnussen,
Pella Corp



Tate Hamann,
Rockwell-Collins



Scott Post,
Pizza Ranch



Kyle Horn,
America's Job Honor
Awards



Lt. Governor
Kim Reynolds

X-Y Activity



Training Conference attendees participated in a fun group activity designed to demonstrate the benefits of teamwork.

Panel Discussion



The Training Conference closed with a panel discussion where IPI staff and other attendees could ask questions about Lean.

From left to right: Tate Hamann, Rockwell Collins, Julie (Jules) Stull, Rockwell Collins, John Magnussen, Pella Corp, and Scott Post, Pizza Ranch.

Visit the IPI Blog on the IPI website at <http://www.iaprisoinind.com> for recap of the Training Conference!

Shop Spotlight



Every Day Is A New Opportunity At Move & Install

The Move and Install division, located in Des Moines, is proud to have become the go to source for labor on the Capitol Complex. While we typically think of Move & Install completing furniture installations for State agencies, the team actually provides labor for a wide variety of jobs on the Capitol Complex such as:

- Parking lot curb installation
- General grounds clean up
- Cleaning the tunnels
- Power washing public areas
- Painting
- Snow removal

The variety of work is excellent training for the offenders as it teaches them to handle unexpected situations quickly and safely, just like civilian employees in labor-intensive jobs



Curb removal & installation at the Hoover Building in October.



Christmas Tree setup at the Ombudsman's Office in November.

must do daily. Move & Installs offender trainees are brought in daily from the Correctional Release Center in Newton.

Clint Schmidt is the Manager of the Des Moines Operation, which include Move & Install, Federal Surplus, and DM Textiles. Technicians Neil Grundmeyer and Jerry Manning focus mostly on installation jobs in Central Iowa and across the State. Both Neil and Jerry joined IPI within the last few years and worked previously for the Department of Corrections.

New to the Des Moines team is Technician Karyn Hartwig-Evans. Karyn transferred to Des Moines from IPI-Mitchellville where she has worked since 2007. In Des Moines, Karyn will focus on expanding the Federal Surplus program as well as working in Global and with the textiles / laundry operation. Temporarily, Karyn is splitting her time between Des Moines and Mitchellville until a replacement is hired and trained at Mitchellville.



Move & Install Staff



Neil Grundmeyer
Technician

Jerry Manning
Technician

Clint Schmidt
Manager

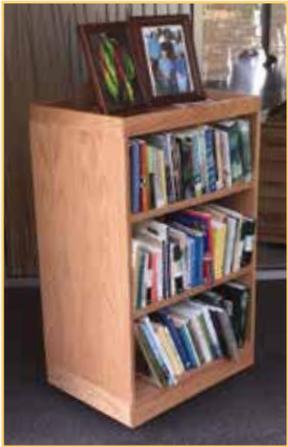
Customer Spotlight



The Amazing Space Indian Creek Nature Center

Scott Klinefelter, Sales Representative, began working with Jean Wiedeheft (Land Stewardship Director) and Nancy Lackner (Development Assistant) on furniture selections for

the Indian Creek Nature Center in the late spring of 2015 before the ground was even broken on the new facility. Opening in late September 2016, the 290-acre Nature Center is Iowa's only privately owned and managed non-profit nature center.



Indian Creek Nature Center is one of only a six "Living Building Challenge" buildings worldwide. The "Living Building Challenge" is a certification program that

builds upon LEED Certification. Located at 5200 Otis Road SE in Cedar Rapids, the 12,000 square foot building is Iowa's largest net-zero (fully self-sustaining) building. The new center is expected to generate its own energy from wind and solar sources, collect its own water, and treat its own waste.

IPI provided eleven remanufactured Image-Maker offices for staff and Mission Series Office furniture for the two executive offices. All offices also received a sit-to-stand table desk. IPI also produced mission seating for the Bird room and custom display cases.



IPI was honored to be a part of such a unique project that will serve visitors from around the world. Visitors to the center can hike the trails, take in a nature class, participate in an outdoor yoga class, or even learn about beekeeping. Indian Creek Nature Center offers programming year round for all ages from young children to the elderly. The gift shop even offers honey and maple syrup (delicious) made from the bees and maple trees on site. The building is available to rent for weddings, corporate meetings, family reunions.



Employee Highlights

New Employee



Chad Bildstein

IPI welcomes **Chad Bildstein** to Anamosa Metal Furniture! Chad started with IPI on November 4, 2016; previously he was a Correctional Officer at Anamosa.

Chad and his wife Shantel stay busy with their three young children (Brylea, Talon and Landry). In his spare time, he enjoys hunting, fishing and welding.



For National IT Professionals Day on September 20, 2016, IPI's IT guru **Pete Quackenbush** was greeted with donuts and a decorated office by his Anamosa co-workers. Thank you Pete for all you do!

Milestone



Sandy Bunce

Congratulations to **Sandy Bunce** on 40 years of employment with the State of Iowa! The Department of Corrections and Iowa Prison Industries honored Sandy for her

continued dedication with a luncheon on November 11, 2016. Thank you Sandy for all of your hard work!



Work Anniversaries

December

- 1 – Neil Grundmeyer (DM), 10 years
- 2 – James Van Langen (FTD), 2 years
- 29 – Jed Kinion (Farms), 16 years

January

- 2 – Deb Mahoney (AN), 3 years
- 3 – Kim Zimmerman (ANA), 21 years
- 4 – Rod Schlee (ANA), 26 years
- 5 – Christina Guy (ANA), 6 years
- 8 – Doyle Austin (RWC), 18 years
- 15 – Kevin Peterson (DM), 18 years
- 19 – Tommy Seibert (FM), 16 years
- 22 – Shane Blanchard (FM), 4 years
- 28 – Keith Kirchner (NEW), 4 years

February

- 9 – Becky Bessine (FM), 30 years
- 11 – Brad Kite (FM), 4 years
- 16 – Mike Lynch (Farms), 21 years
- 16 – Ann Pollock (ANA), 2 years
- 18 – Justin Opfer (MV), 4 years
- 19 – Craig Hilpipre (RWC), 7 years