

TransCor®

*TransCor President and
General Manager Curtiss D.
Sullivan addresses the officer
graduate class in November.*



ROAD REPORT: Q4 2023

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LEADERSHIP UPDATE: **Investing in You**

By Curtiss D. Sullivan
President & General Manager
TransCor America



Team TransCor,

As we navigate our careers in correctional transportation, our success hinges not only on the dedication we bring to our roles but also on the well-being and financial stability that support our lives and families. As we prepare to start a new year, I want to highlight the invaluable benefits of investing in our employer-provided healthcare plans and the opportunity for employer-matched 401(k) contributions.

Care for Your Healthcare

Your health is our priority. Medical expenses are one of the primary threats to household stability. And while one's total health may not be entirely predictable, having access to healthcare is a decision you can make proactively.

Our comprehensive healthcare plans are designed to provide you and your families with the peace of

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mind you deserve. From routine check-ups, which are included at no out-of-pocket expense to you, to unforeseen medical challenges and prescription drug costs, our healthcare benefits are a cornerstone of how we take care of our team. We offer choices between different healthcare plans that help our team members find the best value for their unique situations. By investing in one of these plans, you are securing access to quality healthcare that ensures you can perform at your best, both personally and professionally. In the new year, I encourage you to take advantage of the upcoming Open Enrollment period by reviewing the information provided and signing up for the right plan for you and your family.

Build a Secure Financial Future

In tandem with prioritizing health, we recognize the importance of securing a stable financial future. Our company-matched 401(k) plan offers you a unique opportunity to grow your financial nest egg. By contributing to your 401(k), you're not just saving for retirement; you're actively participating in a program that increases your annual net worth. Those who opt-out of this program leave a significant amount of their total compensation on the table. We match contributions up to five percent, which means that your full participation adds five percent to your total

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compensation. This matching is a tangible example of TransCor's commitment to support your longterm financial goals.

Invest in Your Total Wellbeing

Investing in healthcare and contributing to your 401(k) is not just about individual benefits; it's a collective investment in creating a culture of well-being within TransCor. When each member of our team feels secure in their health and financial future, our entire organization thrives. It's a testament to our commitment to fostering a workplace that values not only professional growth but also the holistic well-being of each employee.

As we move forward, we encourage you continue to invest in your wellbeing and increase the value of your total compensation. Explore the benefits available to you, engage with our HR team for guidance, and take full advantage of the opportunities that contribute to your health and financial success.

Thank you for your dedication and hard work. Together, we are not just navigating the challenges of correctional transportation; we are building a culture that invests in the success and well-being of every team member. ■



Navigating Your DOT Physical

For Transportation Officers and other professional drivers, a Department of Transportation (DOT) physical is not just a routine check-up; it's a crucial aspect of ensuring road safety. Exams are required every two years. Preparing for this examination is essential to keep your career on track. Here are practical tips to help you breeze through your next DOT physical.

Schedule in Advance

Plan ahead by scheduling your DOT physical well in advance of the expiration of your current medical

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certificate. This ensures ample time for any necessary follow-ups or additional tests.

Gather Essential Documents

Bring all required documents, including your driver's license, medical history, and a list of current medications. Having these documents organized beforehand can streamline the process.

Know Your Numbers

Monitor your blood pressure, blood sugar, and cholesterol levels in the weeks leading up to the physical. Keeping these in check not only contributes to your overall health but also prevents unwelcome surprises during your examination and tests.

Check Your Eyewear

Ensure your prescription glasses and/or contacts are up-to-date. CDL drivers must have corrected vision of 20/40 or better in each eye. If you wear glasses or contact lenses, bring them to the examination.

Hearing Aid Assessment

If you use hearing aids, have them assessed to confirm they are functioning optimally. The ability to hear traffic

signals, alarms, and other auditory cues on the road is crucial for safety. Drivers must be able to hear a forced whisper (less than 40 db) from up to five feet away.

Review Your Medical History

Be prepared to discuss your medical history with the examiner. This includes any surgeries, disabilities, chronic conditions, or medications you are currently taking. Honesty is key in maintaining both your health and your CDL.

Ensure Drug Prescriptions Are Current

Prescription medications are only legal if they're prescribed to you under a current prescription. If you require medication, make sure your prescriptions are up-to-date and taken on-schedule.

Get a Good Night's Sleep

Prioritize sleep the night before your physical. A well-rested body is better equipped to handle the stress of an examination, and it positively impacts various health metrics.

Stay Hydrated

Drink plenty of water in the days leading up to the

physical. Proper hydration helps maintain normal bodily functions and can contribute to accurate urine sample results.

Dress Comfortably

Wear comfortable clothing and shoes for the examination. This facilitates ease of movement during any required physical tests.

Exercise Regularly

Regular exercise not only contributes to overall health but can also positively influence key health metrics like blood pressure and cholesterol. Engaging in physical activity in the weeks leading up to your physical can be beneficial.

In conclusion, preparing for a DOT physical is about taking proactive steps to ensure your health and professional standing as a CDL driver and a corrections professional. By incorporating these practical tips into your routine, you not only enhance your chances of passing the examination but also contribute to your overall well-being. Remember, the road ahead is safer and more accessible when your health is in top form. Safe travels! ■

Honoring Our Veterans



CoreCivic Executive VP and COO Patrick Swindle, joined by CoreCivic leadership, honors TransCor President and General Manager Curtiss D. Sullivan for his service to our country.

In honor of Veterans Day, TransCor and CoreCivic held a special ceremony to honor our team members who are veterans of our nation's armed services. During the event, veterans were honored with a pinning ceremony. Special lapel pins were designed and awarded for this honor.

For TransCor and CoreCivic, Veterans Day is deeply personal. Many of our staff are veterans or military families. Our commitment to supporting our veterans is central to all we do.

TransCor President and General Manager Curtiss D.

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Sullivan and TransCor VP and Chief Operations Officer Mike Swinton both retired from the US Marine Corps prior to beginning their careers at TransCor. In recognition of Veteran's Day, Sullivan and Swinton issued a joint message to TransCor staff, which included:



Sullivan honors TransCor Logistics Coordinator Mike Arredondo.

“With gratitude and appreciation, we recognize that the freedoms we enjoy today were built by the selfless sacrifices of men and women willing to risk their lives for their country. While Veterans Day was officially instituted to celebrate the end of World War I, we know that every day our brave men and women of the United States Armed Forces have their courage tested here and abroad. It is thanks to their willingness to serve, unwavering patriotism, and love of country that we, the benefactors of their sacrifices, are able to enjoy the liberties of a free nation.”

As a company, TransCor is honored to honor those who have served. By providing meaningful careers and a respectful, appreciative culture, we extend a tangible form of gratitude toward those to whom we owe an immeasurable debt. ■

Open Call for the BRGs

By Libby Craver, CoreCivic VP, Human Resources

Jason Medlin, Military BRG President

Harold Shannon, Multicultural BRG President

Leigh Walls, Women's BRG President

We are pleased to announce that participation in CoreCivic BRGs (Military, Multicultural, and Women's) are now open to all CoreCivic employees at all facilities. [This includes TransCor employees.]


BRGs create an opportunity for employees who share a common identity to support one another to build their community and sense of belonging. We want every level of CoreCivic employees to participate in BRGs. We encourage anyone who either shares the characteristic identified in the BRG or are allies of that BRG's members to join. Both types of members are key to supporting inclusion and equity.

Your participation is based on what best suits your interest level and availability. Local BRG members may plan events at the facility or in the community. You could attend an online event or a monthly BRG meeting. Plus, there are a variety of resources and information available on the BRG intranet pages.

To learn more about the BRGs and how you can

participate, look for postcards, posters, and registration forms in your facility. You can also check out the attached FAQ document or view the BRG sites on the DE&I intranet page (linked below).

Use the following registration links to sign up for a BRG or look for paper sign up cards at your facility.

There is no closure for sign-ups. You can join at any time now and in the future. Should you have any questions, reach out to your facility leader, your facility HR team or send an email to [HR PeopleSource](#) . ■

INTRANET LINKS

The following links are available through CoreCivic's intranet:

[Request to Become a Member - Military BRG](#) 

[Request to Become a Member - Multicultural BRG](#) 

[Request to Become a Member - Women's BRG](#) 

[DE&I Intranet Page](#) 

LEARN MORE

Click here to view the BRG
Frequently Asked Questions
(external PDF).





Wyoming to Mississippi

In late November, TransCor staff, in conjunction with CoreCivic SORT and Wyoming Department of Corrections, conducted a successful two-day air and ground transportation of 239 inmates from Wyoming Department of Corrections. The mass transit started in Cheyenne, Wyoming. From there, the team safely flew the inmates to Memphis, Tennessee. Once landed, the ground transportation operation then transported the inmates to CoreCivic's Tallahatchie County Correctional Facility in Tutwiler, Mississippi. The entire trip covered more than 1,000 miles.

The multi-agency operation involved several key

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stakeholders from the various agencies and resulted in the safe and secure transport of all parties. The effort was a significant milestone in CoreCivic's lasting partnership with the State of Wyoming. It's our honor to serve our government partner and provide safe, secure care and access to quality reentry programs for those entrusted to our care. ■



Service Awards

TransCor is honored to recognize the members of our team who are celebrating employment milestone anniversaries. In the *Road Report*, we recognize those celebrating anniversaries at one, three, and every five years. The following list includes the employees at such milestones during Q4 of this year.

On behalf of our entire team, we salute the following TransCor employees for their years of dedicated service:

CELEBRATING 20 YEARS OF SERVICE:

- Steve Sweet (Start Date: 12/08/2003)

CELEBRATING 10 YEARS OF SERVICE:

- Yolanda Cortez (12/03/2013)
- Christopher Horning (12/03/2013)

CELEBRATING 5 YEARS OF SERVICE:

- Billy Stutts, Jr. (10/29/2018; First Hired: 04/20/2015)

CELEBRATING 3 YEARS OF SERVICE:

- Tiawan Barner (11/01/2020)
- Melissa Knight (11/01/2020)
- Jamiyal Robinson (11/01/2020)
- Timothyus Tucker (11/01/2020)

CELEBRATING 1 YEAR OF SERVICE:

- Michael Dyer (10/02/2022)
- David Garcia (10/02/2022)
- Dekendrick Johnson (10/02/2022)
- Marshanti Lewis (10/02/2022)
- Christopher Matos (10/02/2022)
- Jessica Pena (10/02/2022)
- Anthony Portillo (10/02/2022)
- Jeffery Scott (10/02/2022)
- Rusty Sisco (10/02/2022)
- Austen Yates (10/02/2022)
- Leatha Falls (11/02/2022)
- Jennifer Kerr (11/21/2022) ■



TransCor's Yolanda Cortez, celebrating 10 years of service.

TransCor In Action

SHOWING UP IN CIBOLA

TransCor VP & Chief Operating Officer Mike Swinton recently visited the team at Cibola County Correctional Center in Milan, New Mexico. There, the team also recently volunteered in their community's annual Thanksgiving luncheon.



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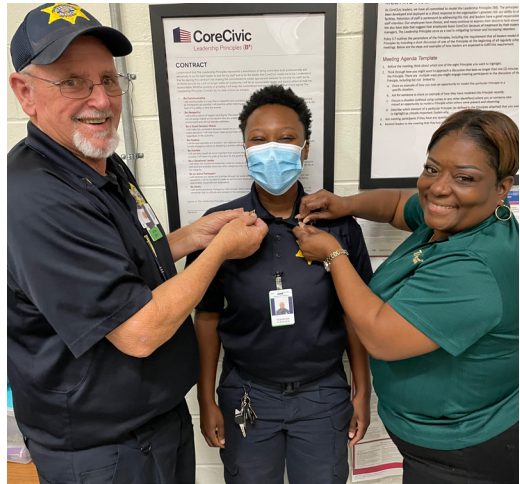
TRUNK OR TREAT

The team at TransCor's Stewart Detention Center joined CoreCivic to participate in Trunk or Treat at Stewart County's Elementary and Middle School on October 31. The school has a tradition of decorating vehicles, and bringing the kids out for candy and snacks. Warden Dickerson and A.W. Carter were also in attendance.



ONWARD & UPWARD

Houston Processing Center promoted Officers Benson and Fletcher to STO. At Cibola County Correctional Center, STO rank was earned by Officers Begay, Boswell, and Johnson. Congrats!



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GOLFING FOR CHARITY

Team TransCor was proud to participate in the 32nd CoreCivic Foundation Charity Golf Tournament. This year, the event raised \$532,000 for 31 non-profit organizations that support formerly incarcerated individuals, victims of crime and abuse, and underserved youth. More than \$7.5 million has been raised for charity since the event's inception in 1991.



Got a photo or story?

Share your TransCor perspective for consideration in an upcoming issue of the Road Report. Send it to:

 Lynda.Dixon@TransCor.com 

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