BOBBY D. LUMPKIN

Bobby.Lumpkin@tdcj.texas.gov

Professional Summary

Criminal Justice executive with 35 years of progressive experience in adult corrections, specializing in policy administration, executive leadership, and strategic operations within complex state systems. Proven ability to implement large-scale institutional objectives, enhance operational efficiency, and drive measurable outcomes. Recognized for fostering workforce development, institutional reform, and organizational accountability.

Professional Experience

Chief of Operations

Texas Department of Criminal Justice — Nov 2024-Present

- Directs strategic operations, organizational planning, and high-level policy administration for statewide correctional operations.

Director, Correctional Institutions Division

TDCJ — Aug 2020-Oct 2024

- Oversaw operations of 103 prison units and ancillary support departments; led the development and enforcement of institutional goals and objectives.

Director, Manufacturing, Agribusiness, and Logistics Division

TDCJ — Sep 2013-Aug 2020

- Led reentry programs and inmate workforce development in agriculture, correctional industries, transportation, and warehousing.

Deputy Director, Private Facility Contract Monitoring Oversight Division

TDCJ — Aug 2007-Aug 2013

- Managed contracts and compliance for 22 private prisons, 7 reentry centers, and various aftercare programs.

Manager, Monitoring & Standards, Administrative Review and Risk Management Division

TDCI — Nov 2003-Aug 2007

- Oversaw policy compliance statewide, supervised risk management, inmate grievance procedures, access to courts, and ACA accreditation efforts.

Assistant Warden

TDCJ (Briscoe, Ellis, Holliday Units) — Oct 1999-Oct 2003

- Gained operational leadership experience managing progressively larger correctional facilities.

Major

TDCJ (O'Daniel Unit) — Dec 1997-Sep 1999

- Led unit operations ensuring consistent correctional practices and safety protocols.

Captain

TDCJ (Briscoe and Huntsville Units) — Aug 1995–Nov 1997

- Managed daily unit and shift operations, contributing to mid-level supervisory success.

Lieutenant

TDCJ (Cotulla Unit) — Jul 1994-Jul 1995

- Directed administrative and security operations with mid-management authority.

Sergeant

TDCJ (Fort Stockton and Polunsky Units) — Jul 1993-Jun 1994

- First-line supervisor responsible for managing correctional staff and enforcing custody standards.

Correctional Officer

TDCJ (Byrd and Torres Units) — Nov 1990–Jun 1993

- Performed custodial and rehabilitative duties ensuring safety and order in correctional settings.

Education

Master of Science, Criminal Justice Management & Leadership

Sam Houston State University — Aug 2011

Bachelor of Science, Corrections

Sam Houston State University — Sep 1999

Governor's Executive Development Program - 2011

Sam Houston State University High Potential Leadership Academy 2014

National Institute of Corrections - Executive Excellence Series 2017

Core Competencies

- Executive leadership & agency administration
- Legislative engagement & public policy interpretation
- Organizational strategy & performance management
- Communication & stakeholder collaboration
- Public speaking & expert testimony
- Budget development & legislative appropriations
- Policy compliance & institutional accountability

Professional Affiliations

American Correctional Association (ACA)

- Board of Governors (Current)
- Commissioner, Commission on Accreditation (2015–2019)
- Chair, Correctional Industry Committee (2015–2020)

National Correctional Industries Association (NCIA)

- Chairman of the Board (Current)
- President (2022-2024)
- President-Elect (2020–2022)
- VP of Marketing & Programs (2018-2020)

Texas Corrections Association (*TCA*)

- Immediate Past President (Current)
- President (2022-2024)
- Various board roles (1999–2022)

Correctional Peace Officers Foundation (CPOF) – Member (1993-Present)

American Probation and Parole Association (APPA) – Member (2013-Present)

Texas Public Employees Association (TPEA) – Member (2013-Present)



Texas Department of Criminal Justice

Bryan Collier Executive Director

Dr. Lannette Linthicum

Director, Health Services Division Texas Department of Criminal Justice P.O. Box 99 Huntsville, TX 77342

June 18, 2025

To Whom It May Concern,

It is with the utmost respect and enthusiasm that I write this letter of recommendation for Mr. Bobby Lumpkin, a highly accomplished and dedicated professional with over three decades of distinguished service in the Texas Department of Criminal Justice (TDCJ). I have had the distinct honor of working closely with Mr. Lumpkin as a fellow Division Director since 2013, and I can personally attest to his exceptional leadership, integrity, and unwavering commitment to public service.

Mr. Lumpkin began his career with TDCJ on November 2, 1990, as a correctional officer at the Diagnostic Intake Facility—now known as the James "Jay" H. Byrd Unit. From those early days, Bobby demonstrated the qualities of a true servant leader: humility, purpose, and an unrelenting drive to improve the correctional system. He progressed steadily through the ranks, holding positions including Sergeant, Lieutenant, Captain, Major, Assistant Warden, and ultimately, Division Director of the Correctional Institutions Division (CID) from 2020 to 2024. In that role, he provided oversight for 95 prison and jail facilities as well as several key operational departments such as Classification & Records, Laundry, Food and Supply, Plans & Operations, and Security Assessments and Operations.

In November 2024, Bobby was promoted to the position of Chief Operations Officer for the agency. In this role, he provides strategic oversight for nine vital divisions and departments within TDCJ, including CID, the Community Justice Assistance Division, Health Services Division, Human Resources Division, Parole Division, Training and Leader Development Division, Emergency Action Center, Fusion Center, and the Office of Emergency Management.

Throughout his career, Mr. Lumpkin has also served in numerous pivotal roles across various divisions, including Administrative Review and Risk Management, Manufacturing, Agribusiness and Logistics, and Private Facility Contract Monitoring/Oversight. His operational knowledge spans the full spectrum of correctional management, making him one of the most well-rounded and qualified correctional professionals in the nation.

Our mission is to provide public safety, promote positive change in offender behavior, reintegrate offenders into society, and assist victims of crime.

Bobby is also an influential leader on the national stage. He is the current Chairman of the National Correctional Industries Association (NCIA) Board and serves on the American Correctional Association (ACA) Board of Governors for Correctional Administration. He previously served as a Commissioner on the Commission on Accreditation for Corrections and as President of the Texas Corrections Association (TCA) from 2022 to 2024.

A proud alumnus of Sam Houston State University, Mr. Lumpkin holds both a Bachelor of Science in Criminal Justice and Corrections and a Master of Science in Criminal Justice Leadership and Management.

Bobby Lumpkin is the consummate correctional professional. He is well known and highly respected not only in Texas state corrections but also at the national level. His high moral turpitude, integrity, and depth of experience make him exceptionally qualified to oversee a Department of Corrections as complex and expansive as that of Texas. He is a visionary leader, an advocate for excellence, and above all, a devoted public servant.

Therefore, it is without reservation or hesitation that I highly recommend to you, Bobby Lumpkin for consideration as the next Executive Director of the Texas Department of Criminal Justice.

Sincerely,

Lannette Linthicum, MD, FACP, CCHP-A

Director, Health Services Division Texas Department of Criminal Justice

Executive Committee

President, Rob Jeffreys Vice President, Heidi Washington Treasurer, Nick Deml Past President, Open



Regional Representatives

Northeast, Dan Martuscello Southern, Ricky Dixon Midwest, Jeff Zmuda Western, Dan Shannon

June 16, 2025

Mr. Eric Nichols Chairman, Texas Board of Criminal Justice PO Box 13084 Austin, TX 78711

Dear Chairman Nichols,

I am writing to wholeheartedly recommend Bobby Lumpkin for the position of Director of the Texas Department of Criminal Justice. Having known Bobby for several years and worked closely with him on numerous correctional initiatives, I can confidently attest to his exceptional leadership, expertise, and dedication to the field of corrections.

Bobby is a respected and active leader of the Correctional Leaders Association (CLA), consistently attending our events and contributing valuable insights that have solidified his reputation as a national leader in corrections. His extensive experience, innovative approach, and ability to navigate complex challenges make him uniquely qualified to succeed Mr. Collier in this critical role. I cannot think of another individual in the country better suited to lead TDCJ with the same caliber of excellence.

The CLA greatly appreciates TDCJ's ongoing support and partnership, and we are confident that Bobby's leadership would further strengthen these efforts while advancing corrections standards across the United States. Please feel free to contact me at confident that or kevin@correctionalleaders.com if you require additional information or insights regarding Bobby's qualifications.

Kevin Kempf Executive Director

Correctional Leaders Association



Advance. Connect. Achieve.

To Whom It May Concern,

My Name is Robert Green, Executive Director of the American Correctional Association and 40-year corrections professional. Most recently, I served as the Secretary of Public Safety for the Maryland Department of Public Safety and Correctional Services.

I am writing to recommend Chief of Operations Bobby D. Lumpkin for the position of Director of the Texas Department of Criminal Justice (TDCJ). I have had the distinct pleasure of working with Mr. Lumpkin on numerous corrections projects and have been consistently impressed by his exceptional leadership presence, unwavering dedication and profound understanding of the criminal justice system.

Throughout his tenure at TDCJ, Chief Lumpkin has demonstrated a steadfast commitment to improving the safety and security of our communities while ensuring appropriate treatment and security services for individuals in custody. His depth of knowledge across the many disciplines of corrections has made him an essential national resource for information and best practices. Chief Lumpkin's proactive efforts to enhance staff training and welfare demonstrate his deep commitment to fostering a positive work environment. He understands that a motivated and well-trained staff is essential to achieving TDCJ's goals. I have witnessed his strong relationships with personnel at all levels, reflecting his clear belief in collaboration and his commitment to being an engaged, available and present leader.

Moreover, Chief Lumpkin possesses a remarkable ability to navigate complex issues and bring diverse stakeholders and groups together to achieve common objectives in the interest of professional corrections. Chief Lumpkin has a national reputation as a dedicated and extremely knowledgeable corrections leader. He is frequently called upon to represent the work and accomplishments of TDCJ at national conferences and events.

Bobby D. Lumpkin's 35 years of experience, coupled with his unwavering commitment to public service, makes him an outstanding candidate for the role of Director. I am confident he will bring a renewed vision to the position, prioritizing both accountability and safety as he leads TDCJ into the future.

Executive Committee www.aca.org

Ricky D. Dixon, President

Denise M. Robinson, Immediate Past President

Bryan Collier, Vice President

Tyrone Oliver, President-Elect

Anthony O. Vann, Treasurer

Marina Cadreche, Board of Governors Representative

Latera Davis, Board of Governors Representative

Robert L. Green, Executive Director

206 N. Washington St., Suite 200 Alexandria, VA 22314

> Phone: 703-224-0000 Fax: 703-224-0179

In conclusion, I wholeheartedly endorse Bobby D. Lumpkin for the position of Director of the Texas Department of Criminal Justice. His leadership, dedication and innovative mindset will propel the Texas Department of Criminal Justice to new heights.

Thank you for considering this recommendation.

Sincerely,

Robert L. Green

ACA Executive Director



June 20, 2025

To Whom It May Concern:

Values of proportional punishment, just process, and restoration should guide decisions regarding correctional leadership, with the aim of enhancing public safety and encouraging successful reentry outcomes. With these in mind, I am pleased to write this letter recommending Bobby Lumpkin for the role of Executive Director within the Texas Department of Criminal Justice (TDCJ). Chief Lumpkin is a distinguished executive with strong vision, integrity, and strategic acumen. As a provider of prison programming, Prison Fellowship has witnessed firsthand Chief Lumpkin's human-centered leadership, ability to drive innovative solutions that reimagine the role of correctional facilities in fostering rehabilitation and reintegration.

In its nearly 50 years of operation, Prison Fellowship has grown to be the nation's largest Christian outreach to people behind bars and their families, currently serving in over 1,200 prisons across the country at no cost to the state or federal government. Prison Fellowship's deeply held Christian values and our decades of experience in America's prisons have produced a conviction that the environment in correctional facilities and agencies should be healthy and constructive, conducive not simply to warehousing but to offering active accountability to those serving time. Changing a system as large as the criminal justice system is no small feat -- this requires a top-down and bottom-up approach, addressing leadership, staff, and those in custody, one person and one prison at a time.

Prison Fellowship has had a longstanding partnership with the TDCJ and has been privileged to work alongside Chief Lumpkin on various initiatives aimed at reimagining prison environments. These include our efforts to support the men and women under the care of TDCJ, like Prison Fellowship Academy and Grow programs, as well as the corrections professionals who lead these facilities (e.g., Warden Exchange). Chief Lumpkin's commitment to ensuring resident access to impactful programming, coupled with his unwavering support for both incarcerated individuals and correctional staff, exemplifies his profound dedication to ethical leadership and systemic advancement.

We offer our endorsement of Chief Lumpkin as he pursues the Executive Director position within TDCJ without reservation. His commitment to excellence, his transformative leadership, and his ability to inspire innovation makes him an invaluable asset to TDCJ.

Sincerely,

Heather Rice-Minus President & Chief Executive Officer, Prison Fellowship



OFFICE OF THE SECRETARY

To: Executive Search Committee

From: Ricky D. Dixon, Secretary, Florida Department of Corrections

Date: June 20, 2025

Subject: Recommendation of Mr. Bobby Lumpkin, Texas Department of Criminal Justice

Dear Members of the Selection Committee,

It is with great enthusiasm and complete confidence that I recommend Mr. Bobby Lumpkin for the position of Executive Director of the Texas Department of Criminal Justice (TDCJ). I have had the privilege of knowing and working alongside Mr. Lumpkin for nearly a decade through our shared involvement in both the American Correctional Association (ACA) and the Correctional Leaders Association (CLA).

Throughout his 35 years in corrections, Mr. Lumpkin has demonstrated a clear and unwavering commitment to operational excellence, institutional integrity, and public safety. His tenure as Chief of Operations and formerly Director of the Correctional Institutions Division for TDCJ has given him unmatched insight into the challenges and demands of large-scale correctional administration. He has overseen prisons across the state, directed statewide correctional policies, and provided executive leadership across diverse institutional divisions.

Mr. Lumpkin is not only a seasoned administrator, he is a nationally respected subject matter expert. His leadership roles within the ACA, including serving on the Board of Governors and as Chair of the Correctional Industry Committee, and his position as current Chairman of the National Correctional Industries Association Board, speak volumes about the regard in which he is held by peers nationwide.

In our many interactions at national conferences, strategy meetings, and professional panels, Bobby has consistently impressed me with his depth of knowledge, steady leadership, and integrity. His understanding of corrections, from reentry programming and institutional operations to private facility oversight and risk management, is exceptional.

Bobby Lumpkin has the full range of qualifications, credibility, and vision to lead one of the largest and most complex correctional systems in the nation. I give him my strongest possible recommendation and trust he will serve the State of Texas with distinction.

Respectfully,

Ricky DODixon

Secretary, Florida Department of Corrections President, American Correctional Association

Rich D. Digon

OFFICE OF THE SECRETARY

FLORIDA DEPARTMENT OF CORRECTIONS 501 SOUTH CALHOUN STREET TALLAHASSEE. FL 32399 FDC.MYFLORIDA.COM



South Carolina Department of Corrections "Correctional Excellence Today for a Safer South Carolina Tomorrow"

Henry McMaster | Governor

Office of the Director

Joel E. Anderson Interim

June 13, 2025

Chief Operations Office Attn: Bobby Lumpkin Post Office Box 99 Huntsville, Texas 77342

To Whom It May Concern:

It is my honor to submit this letter of recommendation in support of Mr. Bobby Lumpkin's selection as the Executive Director for the Texas Department of Criminal Justice. I have had the privilege of knowing Mr. Lumpkin for many years and can confidently attest to his exceptional qualifications, unwavering integrity, and commitment to public service. No one is more qualified.

Mr. Lumpkin is a corrections professional, a man held in high regard among his peers in the corrections field across the United States. He is an exceptional leader well respected in our industry, a man that many of us rely on for his expertise and advise.

We all face similar challenges in corrections today and Mr. Lumpkin (Bobby) has proven time and again that he can and will face these challenges head on, always keeping in mind what is in the best interest for the Great State of Texas and the safety of everyone.

The value that Bobby will bring to the Texas Department of Criminal Justice is unmeasurable and I look forward to working with him in the future.

Sincerely,

Joel E. Anderson Interim Director

South Carolina Department of Corrections

JEA/ndh





ARKANSAS DEPARTMENT OF CORRECTIONS DIVISION OF CORRECTION OFFICE OF THE DIRECTOR DEXTER PAYNE



6814 Princeton Pike Pine Bluff, AR 71602

To Whom It May Concern:

RE: Bobby Lumpkin

I am writing to offer my strongest recommendation for Bobby Lumpkin as a candidate for the position of Executive Director of the Texas Department of Criminal Justice (TDCJ). Mr. Lumpkin has been employed with the Texas Department of Criminal Justice for almost 35 years. With decades of experience in correctional leadership, a clear commitment to ethical standards, and a deep understanding of the complexities of the Texas criminal justice system, Mr. Lumpkin is exceptionally well-qualified to lead the agency into its next chapter.

Throughout his career with TDCJ, Mr. Lumpkin has demonstrated unwavering dedication to public service, operational excellence, and staff development. His extensive leadership roles, serving as Director of the Correctional Institutions Division from 2020 to 2024, and currently Chief Operations Officer, have shown his ability to oversee large-scale operations, manage complex challenges, and implement reforms that balance security, accountability, and rehabilitation.

Bobby possesses a rare blend of strategic insight and frontline experience. He has continually shown a commitment to improving correctional practices, supporting staff welfare, and ensuring the safe and humane treatment of incarcerated individuals. His leadership style is both principled and pragmatic, fostering respect among his peers and the many professionals he has supervised and mentored over the years.

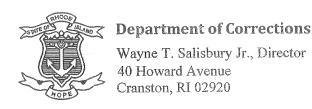
Moreover, his knowledge of TDCJ's operations is both broad and deep ranging from institutional management to legislative relations and policy development. This perspective enables him to approach challenges with the nuance and vision required of an Executive Director.

I have personally known Bobby for several years. He has always been helpful to me and the Arkansas Department of Corrections. I have every confidence that Bobby Lumpkin will lead the Texas Department of Criminal Justice with integrity, transparency, and purpose. His qualifications and character make him the ideal candidate for this important role, and I strongly recommend him without reservation.

If you require any additional information, please do not hesitate to contact me.

Sincerely,

Dexter L. Payne-Director



June 18, 2025

To Whom It May Concern:

I am honored to offer my strongest recommendation for Bobby D. Lumpkin as a candidate for the role of Executive Director of the Texas Department of Criminal Justice (TDCJ). When seeking a leader to carry the Department's mission forward following the tremendous leadership of Director Bryan Collier, Bobby Lumpkin stands out as the most qualified candidate to advance its mission.

Tel: (401) 462-2611

Fax: (401) 462-3953

Mr. Lumpkin brings over 35 years of service within TDCJ, working through the ranks from Correctional Officer, Sergeant, Lieutenant, Captain, Major, Assistant Warden, various Deputy Director and Director, and Chief roles within the agency to include his current role as Chief of Operations. Bobby has consistently demonstrated an exceptional ability to lead large-scale operations, implemented strategic initiatives, and effectively steering through the multifaceted challenges of public safety and corrections.

As Director of the Correctional Institutions Division, Bobby was responsible for overseeing 103 correctional facilities and several hundreds of employees. In this capacity, he led the development and implementation of institutional goals and objectives. His experience across divisions — including manufacturing, logistics, and private facility oversight — further underscores his comprehensive understanding of TDCJ's diverse operations.

What truly distinguishes Bobby is not just his operational expertise, but his dedication to institutional accountability, reentry efforts, and elevating the standards of correctional professionalism. He is widely respected across the agency and the criminal justice community, as reflected in his professional affiliations and leadership roles in national organizations, including the American Correctional Association, National Correctional Industries Association, and the Texas Corrections Association.

Bobby is a seasoned and respected leader who consistently approaches complex challenges with careful analysis, balanced perspective, and a deep commitment to serving the Texas community. Having had the opportunity to work with him over the years, I've witnessed his ability to lead with both compassion and discipline.

Bobby Lumpkin possesses a deep understanding of the agency's operational complexities, can motivate its workforce, and continue to build trust across the Texas community. I give him my fullest endorsement for this role and welcome the opportunity to offer additional insight if needed.

Sincerely,

Wayne T. Salisbury Jr.

Director



CHRISTIE HANEY, EXECUTIVE DIRECTOR

COLLEGE OF CRIMINAL JUSTICE

June 23, 2025

Mr. Eric Nichols Chairman, Texas Board of Criminal Justice PO Box 13084 Austin, Texas 78711

Dear Chairman Nichols,

It am writing this letter in full support of Mr. Bobby Lumpkin as a candidate for the position of Executive Director of the Texas Department of Criminal Justice. Having worked with Bobby for over 15 years, I have witnessed firsthand his leadership and unwavering commitment to the agency and the communities it serves.

Bobby brings a combination of operational expertise, visionary leadership, and human-centered values to the field of corrections. He not only understands the complexities of managing secure facilities but also possesses the courage and strategic insight to drive meaningful reform. Whether navigating high-stakes decisions, responding to crises with calm resolve, or mentoring future leaders in the profession, Bobby consistently demonstrates professionalism, empathy, and a deep sense of responsibility to both staff and the individuals TDCJ serves, both in custody and in our communities.

The Correctional Management Institute of Texas at Sam Houston State University provides continuing education for corrections professionals not only across Texas, but nationally and internationally as well. Our constituents include professionals employed in adult and juvenile probation, prisons, parole, and jails. Bobby speaks to a number of our groups sharing information about the Texas system and answering questions in comparison to their states or countries. When international delegations come to Texas, we collaborate with TDCJ to ensure learning opportunities for the participants as well as our Texas professionals. Bobby has played a critical role in past delegations, representing our Texas system professionally and confidently by sharing best practices.

I offer my highest recommendation without reservation. Bobby has demonstrated a deep understanding of what it takes to lead with both strength and purpose, as evidenced by his commitment to the Texas corrections system as a whole. With Bobby's extensive leadership experience across correctional operations, he is qualified to lead one of the largest correctional systems in the nation. I have no doubt that he will serve the State of Texas with honor and distinction.

Sam Houston State University

Please do not hesitate to reach out if I can provide additional insight.

Respectfully submitted,

Christie Haney Executive Director Ofc: 936-294-3757

chaney@shsu.edu

Brittni Ortega

From: Perry Reich

Sent: Tuesday, July 8, 2025 1:16 PM

To: Brittni Ortega

Subject: Executive Director-- Best Fit

CAUTION: This email was received from an EXTERNAL source, use caution when clicking links or opening attachments. If you believe this to be a malicious and/or phishing email, please contact the Information Security Office (ISO).

As an outsider, I am writing to advise that there is no more outstanding candidate for the position than your own Bobby Lumpkin.

Some time ago, I was made aware of an offender who had probable breast cancer. Medical was stalling. One call to Mr. Lumpkin got her the needed attention the next day. I also volunteer for an organization known as Reaching Out, and every time something needed attention, a call to Mr. Lumpkin got it done.

He introduced cameras into the units. He is familiar with the system inside and out. What more needs to be said? He is the man of the hour. There is no one more capable or more deserving of the position.



THE STATE OF TEXAS APPLICATION FOR EMPLOYMENT

For State Agency Us	se Only
Date received	
Time received	
Received by	

<u>PRINT IN BLACK INK OR TYPE</u>. These instructions must be followed exactly. Fill out application form completely. If questions are not applicable, enter "NA." **Do not leave questions blank**. Be sure to sign when completed. The State of Texas is an Equal Opportunity Employer and does not discriminate on the basis of race, color, national origin, sex, religion, age or disability in employment or the provision of services. You may make copies of this application and enter different position titles, but <u>each copy must be signed</u>. **Resumes will not be accepted in lieu of applications**, unless specifically stated in the job vacancy notice. This application becomes public record and is subject to disclosure.

With few exceptions, you have the right to request and be informed about information that the State of Texas collects about you. You are entitled to receive and review the information upon request. You also have the right to ask the state agency to correct any information that is determined to be incorrect. (Reference: Government Code, Sections 552.021, 552.023 and 559.004.)

NAME	Lumpkin	Bobby		D.			
MAILING A	(Last) DDRESS	(First)	(Middle)			93	(Daytime Phone) 6-577-5016
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Technical or Vocational Schools											

AN EQUAL OPPORTUNITY EMPLOYER

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Texas Department of C	Criminal Justice		
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(0923)

EMPLOYMENT HISTORY

This information will be the official record of your employment history and must accurately reflect all significant duties performed. Summaries of experience should clearly describe your qualifications

- 1. Include ALL employment. Begin with your current or last position and work back to your first. Employment history should include each position held, even those with the same employer.
- 2. EMPLOYER ADDRESSES MUST BÉ COMPLETE MAILING ADDRESSES, INCLUDING ZIP CODE.
- 3. Answer all questions and completely summarize your experience including technical and managerial responsibilities and any special training, skills and qualifications for each position you have held.

If you need additional space to adequately describe your employment history, you may use this employment history sheet or attach a typed employment history providing the same information in the same format as this application form.

same for	mat as this	s application	on form.							
Nam	ne:		L	umpki	n		Bobby		D.	
				Last			First		Middle	
Positio	n Title:	Cł	nief Op	eration	ns Offic	er (Deputy D	irector III)		Immediate Supervisor Name:	Full-Time
Emplo	yer:		_			Criminal Justi			Bryan Collier	Part-Time
Mailing	g Addres		Box 9	-					Title: Executive Director	Summer
City &	State/Z			le, TX	77320					Temp/Project
Emplo	ver's Te			36) 43 7					Supervisor's Telephone No.:	Give average #
•	arting D	•		aving D		Current/	Technical	П	(936) 437-2101	of hours worked per
Mo.	Day	Yr.					Non-Managerial	Ħ	If supervisory, number of employees you	week if part-time:
11	15	2024		-		\$18,866.32	Supervisory/Managerial		supervised: 30,000	
Summ	ary of e	xperiend	ce includ	ding spe	cial train	ing/skills/qualific	ations you have used in	the	performance of this job:	
									aration of budgets and providing f	inal approval;
									director in the absence of the exe	
									goals and objectives consistent wi	
strate	gic plai	n; Over	seeing	the dev	elopme	ent and implen	nentation of agency po	olic	ies and procedures; Reviewing an	d analyzing agency
opera	tions to	evalua	ate the	perforn	nance o	f the agency a	nd to identify areas in	nee	ed of modification and improvement	ent;
Recor	nmend	ing sta	ffing ar	nd fund	ing for	program activi	ities; Overseeing the p	rep	paration of management, productive	ity, and financial
report	s and s	tudies;	Reviev	wing re	sults of	special invest	igations, internal audi	ts, i	research studies, forecasts, and mo	deling exercises;
Ensur	ing age	ency co	mplian	ce with	policie	es and procedu	res; Directing the pre	para	ation, development, review, and re	evision of
legisla	ation to	includ	le repre	esenting	the ag	ency in meetin	gs with the Executive	Di	rector and the Board of Criminal.	Justice;
Devel	oping	the age	ncy's p	osition	regard	ing legislative	impact; Testifying at	hea	arings, trials and legislative meeting	ngs; Conferring
with 1	egislati	ive mei	nbers a	nd staf	f; Conf	erring with bo	ard members, organiz	atic	on officials, and staff members to	discuss issues,
coord	inate a	ctivitie	s, and r	esolve	problen	ns; Providing i	information and advic	e to	state agencies and the public rega	arding agency
activi	ties and	d respo	nsibiliti	ies; Ens	suring t	he agency adh	eres to agency goals,	obje	ectives, and strategies; Planning, a	ssigning, and
super	vising t	the wor	k of ot	hers; Id	lentifyii	ng staff develo	pment and training re	qui	rements; Performing a variety of	marginal duties
deterr	nined a	and assi	igned a	s neede	ed.			_		-
Specif	fic reas	on for l	eaving:	Seekin	g prom	otion within th	ne agency.			
	n Title:			ector (I					Immediate Supervisor Name:	Full-Time
Emplo	yer:	Te	xas De	partm	ent of (Criminal Justi	ice		Bryan Collier	Part-Time
Mailing	g Addres	ss: PC	Box 9	9					Title: Executive Director	Summer
City &	State/Z	IP: Ηι	ıntsvill	le, TX	77320					Temp/Project
Emplo	yer's Te	lephone	No.: (9	36) 437	7-4020				Supervisor's Telephone No.:	Give average #
	arting D	•		aving D		Current/	Technical		(936) 437-2101	of hours worked per
Mo.	Day	Yr.	Mo.	Day	Yr.	Final Salary	Non-Managerial	Ī	If supervisory, number of employees you	week if part-time:
08	15	2020	11	14	2024	\$18,200.00	Supervisory/Managerial		supervised: 28,000	
Summ	ary of e	xperienc	ce includ	ding spe	cial train	ing/skills/qualific	ations you have used in	the	performance of this job:	

Directing the activities of staff within Correctional Institutions Division; Planning, developing, and approving schedules, priorities, and standards for achieving goals; Directing evaluation activities; Directing the preparation of the division's biennial legislative appropriation requests and the annual operating budgets, and providing final approval; Assisting the Executive Director in directing the organization; Providing direction, guidance, and assistance in the program areas; Overseeing, developing, evaluating, and implementing goals and objectives consistent with the agency strategic plan; Overseeing, planning, developing, implementing, coordinating, monitoring, and evaluating policies and procedures; Developing and implementing techniques for evaluating program activities; Identifying the need to revise program areas; Recommending staffing and funding for program activities; Reviewing and approving management, productivity, and financial reports and studies; Overseeing the development of guidelines, procedures, rules, and regulations and monitors compliance; Directing a complaint processing system for the administration and enforcement of agency rules and regulations; Reviewing results of special investigations, internal audits, research studies, forecasts, and modeling exercises to provide direction and guidance; Directing the preparation, development, review, and revision of legislation to include representing Correctional Institutions Division in meetings with the Executive Director and the Board of Criminal Justice; Developing the agency's position regarding legislative impact; Representing the agency at business meetings, hearings, trials, legislative sessions, conferences and seminars, as well as on boards, panels, and committees; Testifying at hearings, trials, and legislative meetings; Providing liaison for other local, state, or federal agencies; Ensuring compliance with laws pertaining to the assigned program areas; Planning, assigning, and supervising the work of others; Identifying staff development and training requirements; Performing a variety of marginal duties determined and assigned as needed.

Nam	ie: _		L	umpki _{Last}	n		Bobby First		D. Middle		
D '4' -	T:41 -						1 1130			I E. u. E	
Positio					Directo				Immediate Supervisor Name:	Full-Time	
Employ				-	ent of (Criminal Justi	ice		Brad Livingston (Retired)	Part-Time	
	Addres		Box 9						Title: Executive Director	Summer	
-	State/Z			e, TX 7					Superiser's Telephone No.	Temp/Project Give average #	Ш
				36) 437		Current/	Technical	_	Supervisor's Telephone No.:	of hours worked	nor
Mo.	arting Day	Yr.	Mo.	aving Day	Yr.	Final Salary	Non-Managerial	<u>닏</u>	(936) 437-2101	week if part-time:	
						-	=	$\frac{\sqcup}{\boxtimes}$	If supervisory, number of employees you supervised:	week ii part-time.	•
09	01		08	14	2020	\$11,864.92	ations you have used in t		1,100	<u> </u>	
approgoals evalua to rev produ compl Revie and gu regard semin local, the pro	ving by and ob ating poise proctivity, liance; wing readance ling legars, as state, a ogram	idgets; jectives olicies gram a and fin Directies ults of a gislative well as and fedurareas; l	Provides and progress; Repaired and progress; Repaired and progress; Repaired and a conference of specific and a conference a	ing directions directions in the control of the common reports of	ection, geth the ass; Development of and structure of the assistance of the assistan	guidance, and agency's strates eloping and im staffing and fudies; Reviews ssing system fans, internal aud development, ag the agency and committees and to public includ supervising and supervising the agency and supervising and supervising the agency and supervising the staff and supervising the agency and supervising the staff and supervision the staff and supervision the staff and supervision the staff and supervision the staff	assistance in the progragic plan; Planning, developmenting techniques anding for program acting guidelines, procedure the administration addits, research studies, for the review, and revision of the business meetings, has the treating at hearing quiries regarding programments.	ram well s for tivi for for fe te s, t	aluation activities; Developing, re- a areas; Developing, establishing, oping, implementing, coordinating or evaluating program activities; Id- ties; Reviewing and approving m as, rules, and regulations, and mon- enforcement of agency rules and ecasts, and modeling exercises to egislation and developing the agen- rings, trials, legislative sessions, carials, and legislative meetings; Pro- a areas; Ensuring compliance with attifying staff development and train	and implement g, monitoring, dentifying the anagement, itoring regulations; provide directincy's position onferences and oviding liaison a laws relevant	and need on d for to
		on for le	eaving:	Promo	tion						
Positio				_	ıty Dire				Immediate Supervisor Name:	Full-Time	\boxtimes
Employ				-	ent of (Criminal Justi	ice		Celeste Byrne (Retired)	Part-Time	
_	Addres		Box 9						Title: PFCMOD Director	Summer	
				e, TX					Our amin and Talankan a Na	Temp/Project	Ш
				36) 437		Current/	Technical	$\overline{}$	Supervisor's Telephone No.:	Give average # of hours worked	nor
Mo.	arting Day	Yr.	Mo.	aving Day	Yr.	Final Salary	Non-Managerial	님	(936) 437-2811	week if part-time:	-
						-		$\frac{\sqcup}{\boxtimes}$	If supervisory, number of employees you supervised:	week ii part-time.	•
11 Summ	01		08	31	2013	\$6,809.50	ations you have used in t	<u> </u>	03	<u> </u>	
Direct Planni Monitt with ti and in recom produ- of spe legisla trials, legisla areas;	ting the ing, de coring of the agent amenda ctivity cial interest and legislative manual entron and the entrop and the entron	e activity velopir compliancy stra- enting to tions to reports vestigand deve- tive sea eetings	ties of sing, and ance wintegic pechnique impro- and strains, in bloping ssions, is; Provingliance	staff wi approve th policiban; Places for ove opecudies; Conternal the age conferedding lia	thin the ing sch cies and anning, evaluat rations; Oversee audits, ency po ences an aison fo	e division prog edules, prioriti I procedures; I developing, ir ing program as Overseeing the ing the prepar and research s sition regardinal d seminars, as or other local, s	ram areas; Establishin les, and standards for a Developing, establishin inplementing, coordinactivities; Identifying the administration of coation of and evaluating tudies; Directing the pag legislative impact; Fas well as on boards, pastate, and federal agence	g g ach ng a tin ne i pontr g th orep Rep anel	goals and objectives that support of ieving goals; Directing evaluation and implementing goals and object and implementing, and evaluating polyneed to revise program areas and reacts, and the preparation of manable need for contract modifications paration, development, review, and presenting the agency at business respectively. Testifying at 1 st, and committees; Testifying at 1 st, Responding to public inquiries and a variety of marginal duties de	n activities; ctives consister icies; Develop making gement and ; Reviewing red d revision of meetings, heari hearings, trials, regarding prog	nt ing esults ings,

	Name: Lumpkin					Bobby		D.	
			Last			First		Middle	
Position Title:	PF	СМОГ) Mana	ager IV	7			Immediate Supervisor Name:	Full-Time
Employer:	Te	xas De	partme	ent of C	Criminal Justi	ce		Celeste Byrne (Retired)	Part-Time
Mailing Address:	: PO	Box 9	9					Title: PFCMOD Director	Summer
City & State/ZIP:	· Hu	ntsville	e, TX 7	7320					Temp/Project
Employer's Telep								Supervisor's Telephone No.:	Give average #
Starting Date	е	Lea	aving Da	ate	Current/	Technical		(936) 437-2811	of hours worked per
Mo. Day	Yr.	Mo.	Day	Yr.	Final Salary	Non-Managerial		If supervisory, number of employees you	week if part-time:
08 15 2	2007	10	31	2009	\$6,148.77	Supervisory/Managerial	\boxtimes	supervised: 30	
Summary of experience including special training/skills/qualifications you have used in the performance of this job: Managing the activities of staff within the program area; Planning, implementing, coordinating, monitoring and evaluating policies and procedures; Overseeing the development of guidelines, policies, procedures, rules and regulations; Monitoring compliance with policies and procedures; Establishing goals and objectives; Developing and approving schedules, priorities, and standards for achieving goals; Managing evaluation of activities; Conferring with staff on operational issues; Identifying areas in need of modification and making recommendations to improve operations; Overseeing the administration of contracts, preparation of management and productivity reports and studies; Overseeing the preparation and evaluation of the need for contract modifications; Overseeing special investigations, internal audits and research studies; Overseeing the development, review, revision and implementation of legislation; Representing the program areas at meetings, hearings, conferences and seminars, as well as on boards, panels, and committees; Testifying at hearings and legislative meetings; Supervising the work of others; Providing technical guidance in the program areas; Performing a variety of marginal duties determined and assigned as needed. Sensition reason for legislation: Providing Providing technical guidance in the program areas; Performing a variety of marginal duties determined and assigned as needed.									
Specific reason Position Title:	Specific reason for leaving: Promotion								
ı usiliüli illile.					toring & Star	udards (Manager II)		Immediate Supervisor Name:	Full-Time ☑
	AR	RRM D	ivision	- Moni	_	ndards (Manager II)		Immediate Supervisor Name: Debra Liles (Retired)	Full-Time
Employer:	AR Tex	RRM D xas De _l	ivision partme	- Moni	itoring & Stan			Debra Liles (Retired)	Full-Time Part-Time Summer
Employer: Mailing Address:	AR Tex : PO	RRM D xas De _l) Box 9	ivision partme 9	- Moni ent of C	_				Part-Time Summer
Employer: Mailing Address: City & State/ZIP:	AR Tex PO Hu	RRM D xas De _l D Box 9 antsville	ivision partme 9 e, TX 7	- Moni ent of C 77320	_			Debra Liles (Retired) Title: ARRM Director	Part-Time
Employer: Mailing Address: City & State/ZIP: Employer's Telep	AR Tex PO Hu	RRM D xas Dep Box 9 intsville No.: (93	ivision partme 9 e, TX 7	- Moni ent of C 77320 7-4020	_			Debra Liles (Retired) Title: ARRM Director Supervisor's Telephone No.:	Part-Time Summer Temp/Project
Employer: Mailing Address: City & State/ZIP: Employer's Telep Starting Date	AR Tex PO Hu sphone	RRM D xas Dep Box 9 intsville No.: (93	ivision partme 9 e, TX 7 36) 437 aving Da	- Moni ent of C 77320 7-4020 ate	Criminal Justi	ice		Debra Liles (Retired) Title: ARRM Director Supervisor's Telephone No.: (936) 437-3400	Part-Time Summer Temp/Project Give average #
Employer: Mailing Address: City & State/ZIP: Employer's Telep Starting Date Mo. Day	AR Tex PO Hu sphone e	RRM D xas Dej Box 9 Intsvillo No.: (93	ivision partme 9 e, TX 7 36) 437	- Moni ent of C 77320 7-4020	Criminal Justi	Technical		Debra Liles (Retired) Title: ARRM Director Supervisor's Telephone No.:	Part-Time Summer Temp/Project Give average # of hours worked per

Name:		I.	umpki	n		Bobby		D.	
			Last			First		Middle	
Position Title:	Al	RRM I	Division	- ACA	(Program Sp	ecialist V)		Immediate Supervisor Name:	Full-Time
Employer:					Criminal Justi			Linda Fernald (Retired)	Part-Time
Mailing Addres		Box 9	_					Title: Manager of Operational	Summer
City & State/Z	IP: Hu	ıntsvill	le, TX 7	77320				Review	Temp/Project
Employer's Te								Supervisor's Telephone No.:	Give average #
Starting D	ate	Le	aving Da	ate	Current/	Technical		(936) 437-3400	of hours worked per
Mo. Day	Yr.	Mo.	Day	Yr.	Final Salary	Non-Managerial		If supervisory, number of employees you	week if part-time:
11 01	2003	08	31	2006	\$4,034.98	Supervisory/Managerial	\boxtimes	supervised: 5	
Summary of experience including special training/skills/qualifications you have used in the performance of this job: Performing advanced consultive services and technical assistance work; Planning, developing, and implementing a major agency program; Providing consultive services and technical assistance to program staff, governmental agencies, community organizations, and the public to plan, implement, and monitor effective programs; Developing program policies, procedures and standards in accordance with program objectives and goals; Preparing administrative reports and studies; Analyzing the application of and variations within programs and developing action plans to improve or initiate programs; Coordinating and conducting surveys, onsite inspections, and reviews to ensure compliance with certification requirements, state and federal laws, regulations, policies and procedures; Developing and implementing effective techniques for evaluating programs; Overseeing the completion of and monitoring required performance reports and recommending appropriate changes; Determining trends and resolving operational issues; Providing guidance to staff in the development and integration of new methods and procedures; Providing technical assistance on program services; Performing a variety of marginal duties determined and assigned as needed. Specific reason for leaving: Promotion									
Specific reas) Till' II '4			Immediate Supervisor Name:	Full-Time
Employer:					3. Ellis Unit				Full-Time
Mailing Addres		xas De 97 FM	_	ent of C	Criminal Justi	ice		Tim Morgan (Deceased) Title: Senior Warden	Summer
City & State/Z				773/3				nue: Semor warden	Temp/Project
Employer's Te								Supervisor's Telephone No.:	Give average #
Starting D			eaving Da		Current/	Technical	П	(936) 295-5756	of hours worked per
Mo. Day	Yr.	Mo.	Day	Yr.	Final Salary	Non-Managerial	ᅢ	,	week if part-time:
09 01	2002		31		\$3,775.20	Supervisory/Managerial	\propto	If supervisory, number of employees you supervised: 400	·
			1			ations you have used in t	_		
the correction Directing section and the compliance of inmates; It Assisting in industrial processory in necessary improved the correction of the correction	nal fac curity, ipment with po Respon plannin ograms reports iprover	ility; A housing , perma licies, ding to ng the con inmoment ne	dminist g and fa anent in procedu emerge operatio seeing t nates; D eeds; Ov	tering pacility of acility of approved area, rule and left and left area from the prepare ting werseeing	policies and properations; Directions; Directions and properations, as we abor force placetaration and dog inspections of	ocedures by communic ecting operations regar erty of the correctional ions; Planning and dire Il as planning and dire ement of the facility's ocumentation of work a f inmate living accom- intenance and approva	catirdir I fa ectictii s ag assi mo	k in a correctional facility; Managing ideas and instructions clearly and the control, security and adminicility; Monitoring staff and inmating procedures and practices relating the placement of staff in emergiculture, treatment, maintenance gnments, classification committed dations for proper sanitation and of requisitions for materials and sufficients.	and concisely; istration of staff, es to ensure ing to the security ency situations; construction and e, rehabilitative determination on

Specific reason for leaving: Appointed as Program Supervisor V – ACA State Accreditation Manager

1								
Last	First		Middle					
Position Title: Assistant Warden- Rever	rend C.A. Holliday Unit		Immediate Supervisor Name:	Full-Time				
Employer: Texas Department of Cris	iminal Justice		Richard Watkins (Retired)	Part-Time				
Mailing Address: 295 IH-45 North			Title: Senior Warden	Summer				
City & State/ZIP: Huntsville, TX 77320-844	43			Temp/Project				
Employer's Telephone No.: (936) 437-4020			Supervisor's Telephone No.:	Give average #				
Starting Date Leaving Date Cu	current/ Technical		(936) 295-8200	of hours worked per				
Mo. Day Yr. Mo. Day Yr. Fir	inal Salary Non-Managerial		If supervisory, number of employees you	week if part-time:				
04 01 2001 08 31 2002 \$3	Supervisory/Managerial	X	supervised: 200					
Summary of experience including special training/skills/qualifications you have used in the performance of this job: Performing highly complex correctional and criminal justice administration work in a correctional facility; Managing and overseeing the correctional facility; Administering policies and procedures by communicating ideas and instructions clearly and concisely; Directing security, housing and facility operations; Directing operations regarding the control, security and administration of staff, inmates, equipment, permanent improvement and property of the correctional facility; Monitoring staff and inmates to ensure compliance with policies, procedures, rules and regulations; Planning and directing procedures and practices relating to the security of inmates; Responding to emergency situations, as well as planning and directing the placement of staff in emergency situations; Assisting in planning the operation and labor force placement of the facility's agriculture, treatment, maintenance, construction and industrial programs; Overseeing the preparation and documentation of work assignments, classification committee, rehabilitative records and reports on inmates; Directing inspections of inmate living accommodations for proper sanitation and determination on necessary improvement needs; Overseeing building maintenance and approval of requisitions for materials and supplies; Performing a variety of marginal duties determined and assigned as needed. Specific reason for leaving: Unit transfer								
Specific reason for leaving: Unit transfer		ı	Increased in the Common discontinuous Names of	Full Times				
Position Title: Assistant Warden- Dolph			Immediate Supervisor Name:	Full-Time				
Employer: Texas Department of Crit	iminal Justice		Eduardo Carmona (Retired)	Part-Time				
Mailing Address: 1459 West Highway 85			Title: Senior Warden	Summer				
City & State/ZIP: Dilley, TX 78017			Supervisor's Telephone No.:	Temp/Project Give average #				
Employer's Telephone No.: (936) 437-4020 Starting Date Leaving Date Cu	current/ Technical	\neg	(830) 965-4444	of hours worked per				
2 tan iii. g 2 at c	inal Salary Non-Managerial	╡	,	week if part-time:				
	Supervisory/Managerial	爿	If supervisory, number of employees you supervised: 150					
Summary of experience including special training/Performing highly complex correctional and the correctional facility; Administering policity Directing security, housing and facility oper inmates, equipment, permanent improvement compliance with policies, procedures, rules of inmates; Responding to emergency situat Assisting in planning the operation and laborated industrial programs; Overseeing the prepararecords and reports on inmates; Directing in necessary improvement needs; Overseeing to a variety of marginal duties determined and	g/skills/qualifications you have used in the discriminal justice administration we icies and procedures by communical erations; Directing operations regardent and property of the correctional and regulations; Planning and directions, as well as planning and direction force placement of the facility's ration and documentation of work as inspections of inmate living accommission building maintenance and approval	orlati dir factir ectir ag ssi mo	performance of this job: k in a correctional facility; Manag ng ideas and instructions clearly a ng the control, security and admin- cility; Monitoring staff and inmate ing procedures and practices relati ng the placement of staff in emerg criculture, treatment, maintenance, gnments, classification committee dations for proper sanitation and of	nd concisely; istration of staff, es to ensure ng to the security ency situations; construction and e, rehabilitative letermination on				

Specific reason for leaving: Unit Transfer

Name: Lumpkin Bobby								D.		
				Last			First		Middle	
Positio	n Title:	Ma	ajor- P	atrick	O'Dan	iel Unit			Immediate Supervisor Name:	Full-Time
Employ	er:	Te	xas De	partmo	ent of (Criminal Just	ice		Pamela Baggett (Retired)	Part-Time
Mailing	Addres	s: 23	05 Ran	som R	oad				Title: Senior Warden	Summer
City &	State/ZI	P: Ga	atesville	e, TX 7	6528					Temp/Project
Employ	er's Tel	ephone	No.: (9	36) 437	'-4020				Supervisor's Telephone No.:	Give average #
Sta	arting Da	ate	Le	aving Da	ate	Current/	Technical		(254) 865-7226	of hours worked per
Mo.	Day	Yr.	Mo.	Day	Yr.	Final Salary	Non-Managerial		If supervisory, number of employees you	week if part-time:
12	01	1997	09	30	1999	\$2,649.00	Supervisory/Managerial	$\overline{\boxtimes}$	supervised: 130	
Perfor	ming h	ighly a	advance	ed supe	rvisory	and administr		staf	f responsible for the care and custo	
									erating procedures governing the	
									ne; Overseeing the direction of ov the safety of employees and inma	
									es by communicating ideas and in	
									counts, feeding and supervising in	
									es including overseeing actions of	
condu	cting "	pat" ar	ıd "strij	o" searc	ches of	inmates, restra	aining and securing in	ıma	tes, and transferring and transporti	ng inmates in
									performing technical skills such as	
									ergency site; Reading, reviewing a	
									and safety and to the security of the	
						ervising the pr d assigned as i		nan	ce of records, forms and reports; P	erforming a
variet	y 01 1116	ugmai	uutics	acteriii	iica air	a assigned as i	iccucu.			
Specif	ic reaso	on for le	eaving:	Promo	tion					
Positio					ville U1	nit			Immediate Supervisor Name:	Full-Time
Employ	/er:		-			 Criminal Just	ice		Alfred Losack (Deceased)	Part-Time
	, Addres		5 12 th S	_	on c				Title: Major	Summer
	State/ZI				77240				Title. Major	Temp/Project
-			ıntsvill						Supervisor's Telephone No.:	Give average #
			No.: (9			Current/	Technical			of hours worked per
	arting Da			aving Da				<u> </u>	(936) 437-1555	•
Mo.	Day	Yr.	Mo.	Day	Yr.	Final Salary	Non-Managerial		If supervisory, number of employees you	week if part-time:
03	01	1996	11	30	1997	\$2,312.00	Supervisory/Managerial	\boxtimes	supervised: 30	
							ations you have used in			
									igh knowledge of and adherence to	
									verall supervision of staff and inm	
									tes; Assisting in formulating secur	
									l instructions clearly and concisely	
									inmates in housing, work and other	
									g actions of inmates, conducting "I	
									sporting inmates in various forms	
									as construction, maintenance, etc.;	
									nd properly applying information ility; Enforcing inmate disciplinar	
									forming a variety of marginal dution	
	ed as n			ii and n	iamen	ance of record	s, forms and reports,	I CII	forming a variety of marginal dutiv	is determined and
ussigii	cu as I	ccucu.								

Name:	Lu	mpkir	1		Bobby		D.	
	La	ast			First		Middle	
Position Title: C	aptain- D	Oolph I	Brisco	e Unit			Immediate Supervisor Name:	Full-Time
	_	_		Criminal Justi	ice		Andres Davila (Retired)	Part-Time
	159 West						Title: Major	Summer
	illey, TX	_	•					Temp/Project
Employer's Telephor	• /						Supervisor's Telephone No.:	Give average #
Starting Date	•	ving Da		Current/	Technical	\Box	(830) 965-4444	of hours worked per
Mo. Day Yr.	+	Day	Yr.	Final Salary	Non-Managerial	Ħ	If supervisory, number of employees you	week if part-time:
08 01 1995			1996	\$2,312.00	Supervisory/Managerial	\boxtimes	supervised: 150	
Summary of experience including special training/skills/qualifications you have used in the performance of this job: Performing advanced supervisory work in the care and custody of inmates through knowledge of and adherence to laws, rules, regulations and standard operating procedures governing the TDCJ; Directing overall supervision of staff and inmates; Supervising, scheduling, instructing, training and ensuring the safety of employees and inmates; Assisting in formulating security and work procedures; Administering policies and procedures by communicating ideas and instructions clearly and concisely; Supervising and directing searches for contraband; Conducting counts, feeding and supervising inmates in housing, work and other areas; Supervising and providing custody and security of inmates including overseeing actions of inmates, conducting "pat" and "strip" searches of inmates, restraining and securing inmates, and transferring and transporting inmates in various forms of transportation; Supervising and providing security of inmates performing technical skills such as construction, maintenance, etc.; Responding to emergencies and providing first aid at the emergency site; Reading, reviewing and properly applying information found in inmate records that relate to the inmate's health and safety and to the security of the facility; Enforcing inmate disciplinary rules; Supervising the preparation and maintenance of records, forms and reports; Performing a variety of marginal duties determined and assigned as needed. Specific reason for leaving: Unit transfer Position Title: Lieutenant- Cotulla Unit Immediate Supervisor Name: Full-Time								
						\neg	Immediate Supervisor Name:	Full-Time
-				nı Criminal Justi	ioo		Robert Balli (Deceased)	Part-Time
	exas Depa 10 FM 62		III OI (zi ilililai yusu	ice		, , ,	Summer
-			1.4				Title: Major	Temp/Project
,	otulla, TX						Supervisor's Telephone No.:	Give average #
Employer's Telephor Starting Date		ving Da		Current/	Technical	\vdash	· ' '	of hours worked per
Mo. Day Yr.		Day	Yr.	Final Salary	Non-Managerial	믬	(830) 879-3077	week if part-time:
07 01 1994	-		1995	\$2,236.00	Supervisory/Managerial		If supervisory, number of employees you supervised: 25	week ii pait-uille.
Performing complete regulations and state instructing and supduty time; Assisting custody and adher feeding and supervincluding overseeing transferring and tra	ex supervi- indard open pervising sing in formi- ence to rul- rising inming actions ansporting the as constant g and propagations, Ex- graphic supervisions, and propagations,	isory verating staff to aulating the and the and the august and the august augu	work in g proceed o ensuring g secur d regul n housi mates, tes in von, mai applyin ing inm	a the care and of dures governing the the safety of city and work pations by inmang, work and of conducting "provarious forms of intenance, etc.; g information that disciplinary	ng the TDCJ; Function employees and inmate procedures; Providing a ates; Supervising and d other areas; Supervisin at" and "strip" searche of transportation; Supe a Responding to emerge found in inmate record ry rules; Supervising the	ougings; sappline ag a cervile encode the percentage and the percentage are the percentag	Ith knowledge of and adherence to gas shift supervisor by scheduling Scheduling employees and inmate propriate information to staff; Mainsting searches for contraband; Cound providing custody and security of inmates, restraining and security of inmates and providing first aid at the enthal relate to the inmate's health appreparation and maintenance of re	training, ss work and off- ntaining care, nducting counts, of inmates g inmates, and nates performing mergency site; nd safety and to

Name: Lumpkin Bobby								D.		
				Last			First		Middle	
Positio	n Title:	Se	rgeant	- Allan	B. Pol	unsky Unit			Immediate Supervisor Name:	Full-Time
Employ	er:	Te	xas De	partmo	ent of (Criminal Justi	ice		Kathryn Bell (Retired)	Part-Time
Mailing	Addres	s: 38	72 FM	350 So	uth				Title: Lieutenant	Summer
City &	State/ZI	P: Li	vingsto	n, TX	77351					Temp/Project
Employ	/er's Tel	ephone		36)437-					Supervisor's Telephone No.:	Give average #
Sta	rting Da	ate	Le	aving Da	ate	Current/	Technical		(936) 967-8082	of hours worked per
Mo.	Day	Yr.	Mo.	Day	Yr.	Final Salary	Non-Managerial		If supervisory, number of employees you	week if part-time:
11	01	1993	06	30	1994	\$2,095.00	Supervisory/Managerial	\boxtimes	supervised: 60	
							ations you have used in			_
									knowledge of and adherence to l	
									, instructing, training, and ensuring and adherence to rules and regular	
									g and supervising inmates in hous	
									g observing actions of inmates, re-	
									ransportation; Supervising and pr	
									ponding to emergencies and provi	
									inmate records that relate to the i	
									pervising the preparation and main	itenance of
record	s, iorn	is and	reports;	Perior	ming a	variety of mai	rginai duties determin	ea a	and assigned as needed.	
Specif Positio				Promo		TT */			Immediate Cupanicar Name	Full-Time
				- Fort S					Immediate Supervisor Name:	
Employ				-		Criminal Justi	ice		Tony O'Hare	Part-Time
_	Addres			10 East					Title: Lieutenant	Summer
•	State/ZI	- 0		kton, T		35			Supervisor's Talanhana Na	Temp/Project Give average #
				36)437-		Current	Toological	_	Supervisor's Telephone No.:	
	rting Da			aving Da		Current/	Technical	<u> </u>	(432) 336-7676	of hours worked per
Mo.	Day	Yr.	Mo.	Day	Yr.	Final Salary	Non-Managerial Supervisory/Managerial		If supervisory, number of employees you	week if part-time:
07	01	1993		31		\$2,095.00		\boxtimes	supervised: 15	
							ations you have used in			
									knowledge of and adherence to l	
									, instructing, training, and ensuring and adherence to rules and regular	
									g and supervising inmates in hous	
	_			_					g observing actions of inmates, re	0.
									ransportation; Supervising and pr	
									ponding to emergencies and provi	
									inmate records that relate to the i	
									pervising the preparation and main	ntenance of
record	s, forn	is and	reports:	, Perfor	ming a	variety of mai	ginal duties determin	ed a	and assigned as needed.	

Specific reason for leaving: Unit Transfer

Name:		L	umpkii	n		Bobby		D.	
			Last			First		Middle	
Position Title:	Co	rrectio	nal Of	ficer- I	Ruben M. Tor	res Unit		Immediate Supervisor Name:	Full-Time
Employer:	Te	xas De	partme	ent of (Criminal Justi	ce		Alex Alvarado (Retired)	Part-Time
Mailing Address		5 Priva						Title: Sergeant	Summer
City & State/ZIP		ndo, T						8	Temp/Project
Employer's Tele								Supervisor's Telephone No.:	Give average #
Starting Date			aving Da		Current/	Technical		(830) 426-5325	of hours worked per
Mo. Day	Yr.	Mo.	Day	Yr.	Final Salary	Non-Managerial	$\overline{\boxtimes}$	If supervisory, number of employees you	week if part-time:
01 01 1	1993	06	30	1993	\$2,027.00	Supervisory/Managerial		supervised: N/A	
Performing ro regulations an feeding, and st security of inn inmates in var construction, r properly apply Enforcing inm determined an	outine of stan- upervi- mates i rious for mainter ying in nate di ad assignater assi	correcti dard op ising in includin forms of enance, nformat sciplina gned as	ional woperating mates in gobse f transpetc.; Ricion fou ary rules needed	ork inv g proced in housi erving a portation espond and in in es; Prep d.	rolving the care dures governing, work and actions of inmann; Supervising ling to emergendate records	ag the TDCJ; Conduct other areas; Maintain ites, restraining and se and providing securi- ncies and providing fi that relate to the inma	ing ing ecui ty o rst	performance of this job: through knowledge of and adhere strip searches for contraband; Cos security of assigned areas; Provid ring inmates, and transferring and f inmates performing technical sk aid at the emergency site; Reading s health and safety and to the secu and reports; Performing a variety o	nducting counts, ing custody and transporting ills such as greviewing and rity of the facility;
Specific reasor Position Title:					James "Jay" H	J Drud Unit		Immediate Supervisor Name:	Full-Time
Employer:					Criminal Justi	•		William Hagans (Deceased)	Part-Time
Mailing Address		Kas Dej FM 24	•	int or C	zi ilililai Jusu	ice		Title: Lieutenant	Summer
City & State/ZIP		ntsville		17320				nue. Lieutenant	Temp/Project
Employer's Tele								Supervisor's Telephone No.:	Give average #
Starting Date		•	aving Da		Current/	Technical	П	(936) 295-5768	of hours worked per
Mo. Day	Yr.	Mo.	Day	Yr.	Final Salary	Non-Managerial	$\frac{\square}{\square}$	If supervisory, number of employees you	week if part-time:
11 02 1	1990	12	31	1992	\$2,027.00	Supervisory/Managerial	Ħ	supervised: N/A	
Performing ro regulations an feeding, and so security of inn inmates in var construction, r properly apply	outine of standard st	correctidard or ising in including orms of enance, informat scipling	ional wo perating mates ing obse f transpetc.; Re ion foutary rule	ork inverse or	rolving the care dures governing, work and actions of inmann; Supervising ling to emergendate records	ng the TDCJ; Conduct other areas; Maintain ttes, restraining and se and providing securi- ncies and providing fi that relate to the inma	ing ing ecui ty o rst	performance of this job: through knowledge of and adhere strip searches for contraband; Cos security of assigned areas; Provid ring inmates, and transferring and f inmates performing technical sk aid at the emergency site; Reading s health and safety and to the secu nd reports; Performing a variety of	nducting counts, ing custody and transporting ills such as the reviewing and rity of the facility;

Specific reason for leaving: Unit transfer

APPLICANT EEO DATA FORM

For State Agency Use Only:	
Applicant Number:	

The information requested is optional and is being collected for the purpose of reporting to Federal and Equal Employment Opportunity Agencies and will not be considered as part of the application for employment. It will be separated from the application.

1. Job Posting Number	2. Last Name (Type or Print)	First	Middle	
032020	Lumpkin	Bobby	D.	
3. Address	City State	ZIP Code	4. Daytime Phone	5, Work Phone 936-577-5016
6. Sex 7. Birth Date M-Male F- Female	8. Ethnic Origin W-White B-Black P-Native Hawaiian or Oth			
9. Veteran Yes No	10. Surviving Spouse of Veterar remarried Yes No	who has not	11. Orphan of Veteral Yes No	an
12. Spouse of a member of the US armed forces or Texas National Guard serving on active duty ☐ Yes ■ No	13. Spouse and primary source of it veteran who has a total disability will least 70 percent or on individual une	th a rating of at	14. Former Texas For younger Yes No	oster Youth 25 yrs of age
O1 - Other State Emplo O2 - Job Fair O3 - Professional Publi O4 - Recruitment Poste O5 - Television	cation 07 - College/Universit	/Personnel Office		WorkInTexas.com Other (specify):
White – a person having origins	in any of the original peoples of E	/	plicant East, or North Africa.	Date
	in any of the black racial groups of			
Hispanic – a person of Cuban, race.	Mexican, Puerto Rican, South or C	Central American,	or other Spanish cultur	e or origin, regardless of
	in any of the original peoples of th India, Japan, Korea, Malaysia, Pal			
	ative – a person having origins in atains tribal affiliation or community		peoples of North and	South America (including
Native Hawaiian or Other Pacific Islands.	fic Islander – a person having ori	gins in any of the o	original peoples of Hav	vaii, Guam, Samoa, or
Two or More Races – a person	who primarily identifies with two o	or more of the above	e race/ethnicity categ	ories.
	AN EQUAL OPPOR	TUNITY EMPLOY	ER	



THE STATE OF TEXAS APPLICATION FOR EMPLOYMENT

For State Agency Us	se Only
Date received	
Time received	_
Received by	

PRINT IN BLACK INK OR TYPE. These instructions must be followed exactly. Fill out application form completely. If questions are not applicable, enter "NA." **Do not leave questions blank**. Be sure to sign when completed. The State of Texas is an Equal Opportunity Employer and does not discriminate on the basis of race, color, national origin, sex, religion, age or disability in employment or the provision of services. You may make copies of this application and enter different position titles, but **each copy must be signed**. **Resumes will not be accepted in lieu of applications**, unless specifically stated in the job vacancy notice. This application becomes public record and is subject to disclosure.

With few exceptions, you have the right to request and be informed about information that the State of Texas collects about you. You are entitled to receive and review the information upon request. You also have the right to ask the state agency to correct any information that is determined to be incorrect. (Reference: Government Code, Sections 552.021, 552.023 and 559.004.)

NAME Ar	ndersen Er	ic				asen				
3	(L								(Daytime Pho	orie)
MAILING AD					_ 5					
		(City)			(S	tate) (Zip)	(Country)		(Work Phon	e, Optional)
E-MAIL ADDR	eric.andersen@tdc	, texa	as.gc	V						
List any other	names used if different from name	on this	s appli	cation						
	e of position or type of work an	d loca	ation f	or wh	ich y	ou wish to	Job Posting I	Number	Closing Date	
apply: Executive Di	rector						032020		07-12-2025	
	agency with which you wish to	X.			have ships:	any relatives w	orking for this	agency? If s	o, list names a	nd
Texas De Justice	partment of Criminal									
Full-Time 🔳 P	art-Time ☐ Summer ☐ Temp/Pro	ject [] D	ate av	ailable	for work? 07-1	12-2025 Are	you at least 1	7 years of age?	
Are you willing	to work hours other than 8-5? Yes	■ No	0 🗆		10	What days are yo	où unab l e to wor	k? NA		
Are you willing	to travel? Yes No		If y	es, w	hat per	cent of time?	100			
Current Driver	's License # (if required for position)			4.7%			Commercia	Driver's License	e Yes 🗌 No 🔲
Geographic no	reference. (Be specific to city/area.		tate prefer		Number write "	statowide") S	tatewide			
Ocograpine pr	eloroneo. (Do spoeme to enyraroa.	11.110	protot	orico,	WILLO	statewide. 7		Contraction	2.00	Tarana Tarana
explain in cond	er been convicted of a felony or s cise detail on a separate page, givi y not disqualify you, but a false stat s.	ng dat	es an	d natu	re of th	ne offense, name	and location of	the court, and	disposition of th	e case(s). A
EDUCATION	(NOTE: Applicants may be require	ed to p	provide	e proo	f of dip	loma, degree, tra	anscripts, license	es, certification	ns, and registrati	ons.)
High School G	iraduate or GED? Yes 🔳 No 🗌	If yes,	name	and l	ocatio	n of high school c	or GED institute:	Armuche	e High Scho	ol, GA
Туре		1	Dates A			Date	Expected	Sem/Clock	Туре	Major/Minor
of School	Name and Location of School	Mo.	om Yr.	Mo.	Yr.	Graduated	Graduation Date	Hours Completed	of Diploma or Degree	Fields of Study
Undergraduate	American Military (Injugrally	07	08	04	13	05/15/2013		58	Associates	Explosive Ordnance Disposal
Colleges or	American Military University	05	13	07	16	08/15/2016		58	Bachelors	Criminal Justice

Туре	Annua Cadr Street			ttende		Date	Expected	Sem/Clock	Туре	Major/Minor
of School	Name and Location of School	Mo.	om Yr.	Mo.	Yr.	Graduated	Graduation Date	Hours Completed	of Diploma or Degree	Fields of Study
Undergraduate	American Military University	07	08	04	13	05/15/2013		58	Associates	Explosive Ordnance Disposal
Colleges or Universities	American Military University	05	13	07	16	08/15/2016		58	Bachelors	Criminal Justice
Graduate	American Military University	07	16	09	22	10/01/2022		36	Masters	Criminal Justice
Schools	American Military University	09	22	11	23	02/01/2024		21	Masters	Legal Studies
	Texas A&M International University	09	24				05/31/2028	18	PhD	Criminal Justice
Technical or Vocational Schools										

AN EQUAL OPPORTUNITY EMPLOYER If a license, certificate, or other authorization is required or related to the position for which you are applying, complete the following LICENSE/CERTIFICATION Date Issued by/Location of issuing authority Date issued (P.E., R.N., Attorney, C.P.A., etc.) expires (State or other authority) (City & State) License No. Special Training/Skills/Qualifications: List all job-related training or skills you possess and machines or office equipment you can use, such as calculators, printing or graphics equipment, computer equipment, types of software and hardware. (Attach additional page, if necessary.) Word, Excel, MicroFocus, Emails, Fax machines, Strategic Leadership, High stress decision making, Crisis Management, Knowledgeable of local and state laws and policies, Strong communication skills Approximately how many words per minute do you type? Sign Language (If required for this position) Yes ☐ No ■ Are you a certified interpreter? Yes ☐ No ■ Do you speak a language other than English? (If required for this position) Yes \(\square\) No \(\bullet\) How fluently? Fair ☐ Good ☐ Excellent ☐ If yes, what language(s) do you speak? Do you write in a language other than English? (If required for this position) Yes \(\square\) No \(\square\) If yes, which language(s) Have you ever been employed by the State of Texas? Yes ■ No □ Are you currently employed by the State of Texas? Yes
No If you have been previously employed by the State of Texas, list the agency/agencies: Texas Department of Criminal Justice 2018 to present FORMER FOSTER YOUTH (Verification may be required.) Were you a foster youth under the Texas Department of Family and Protective Services on the day before your 18th birthday? Yes 🗌 No 🔳 If yes, are you currently 25 years of age or younger? Yes ☐ No 🔳 MILITARY SERVICE (A copy of a report of separation from the Armed Services may be required.) Honorable Are you a veteran? Yes ■ No □ If yes, list type of discharge Dates of Service (From/To): August 2005/September 2018 Are you a surviving spouse of a veteran who has not remarried? Yes \(\sime\) No \(\boldsymbol{\omega}\) Are you a surviving orphan of a veteran killed while on active duty? Yes

No If yes, complete dates of service for veteran (From/To): NA Are you the spouse of a member of the US armed forces or Texas National Guard serving on active duty? Yes \(\Pi \) No \(\bar{\bar{\texts}} \) Are you the spouse and primary source of income for a veteran who has a total disability with a rating of at least 70 percent or on individual unemployability? Yes I No I PLEASE READ THE FOLLOWING STATEMENTS CAREFULLY AND INDICATE YOUR UNDERSTANDING AND ACCEPTANCE BY SIGNING IN THE SPACE PROVIDED 1. I certify that all the information provided by me in connection with my application, whether on this document or not, is true and complete, and I understand that any misstatement, falsification, or omission of information may be grounds for refusal to hire or, if I understand that as a condition of employment, I will be required to provide legal proof of authorization to work in the U.S. I understand that the State of Texas requires all males who are 18 through 25 and required to register with the Selective Service, to present either proof of registration or exemption from registration upon hire. I understand that some state agencies will check with the Texas Department of Public Safety, the Federal Bureau of Investigation or other organizations, for any criminal history in accordance with applicable statutes. I authorize any of the persons or organizations referenced in this application to give you any and all information concerning my previous employment, education, or any other information they might have, personal or otherwise, with regard to any of the subjects covered by this application, and I release all such parties from all liability from any damages which may result from furnishing such information to you. THIS APPLICATION MUST BE SIGNED 07/12/2025

Signature – Applicant (0923)

Page 2 of 4

Emplo Mailin City &	on Title: oyer: Tex g Addres State/Zl oyer's Tel	as Depar S: 955 I P: Beev	ndepend ille, TX	Crimina lence Str 78102	al Justice eet	e - Beeville BV	A Training Academy		Immediate Supervisor Name: William Lee Title: Captain of Correctional Officers	Full-Time Part-Time Summer Temp/Project
	tarting Da			aving D		Current/	Technical			Give average # of hours worked per
Mo. 12	Day 01	Yr. 2023	Mo.	Day	Yr.	Final Salary \$ 56450	Non-managerial Supervisory/Managerial		If supervisory, number of employees you supervised: 600	week if part-time:
	7.5		e includ	ling spe	cial trai				the performance of this job:	1
injuries the pro Public this tra Offices West V Creates Respon reporte back us quarter Justice	s under many per firear Medical Taining. Se are to be on Virginia Medical Taining. Medical Medical Medical Medical Medical Meson per for 7 quarent for 7 quarent Medical Meson per for 7 quarent Medical Meson Medical Medic	y superv ms techn Franspor lected ov ne of two fock Pris 5 40-hou procedure anded to 3 rol for the arters with	rision. In niques to t Officer ver 5 othe TDCJ L son Riots ar Quick es. Acce 3 Region e warder th no inju	ensure the construct Sure rate of the construct	uperviso that all q Respons employ hal Instructure 24 and F se Traini or over \$ I and 3 S ducted 1 loss of ec	ors to include R ualify on TDC. the Training, and the Experiments to be the T uctors for the e Y25. Assisted ing Course for 110,000 worth thate Level Res High Profile T quipment result	egional Directors, Assist J weapons systems to me d Close Quarters Combat actical Response Team F ntire state. Chosen to train the team tying 16th fo all TDCJ staff to comple of ammunition and over ponse as part of the Tactical Transport to take inmate to the ting in knowledge increases.	tant Re eet AC. t to TD Region avel to r the fi tet to er r 110 w ical Re to Distr se of o	the Region IV range at all times with zero gional Directors, Wardens, Assistant Ward Astandards. Teach specialty classes such CJ staff members that have shown an enhall IV Team Leader. Selected over 35 Supercompete with 9 other Supervisors and Corrst year it has even competed and 9th place thance their knowledge on the Behavioral reapon systems at the Beeville Training Assponse Team to help assist units to bring the Court with no incidents. Conducted 16 yer 200 TDCJ Staff Members while continues Team Team Leader when the previous Team Team Leader when the Team Team Leader when the team Team Leader when T	dens, Majors, and below on as Munition Instructor, anced skill level to receive visors and Correctional rectional Officers in the e the second year. Intervention Plan and cademy with no lose that respective institution of specialty classes each duing a PhD in Criminal
Position Emplo Mailin	on Title: I oyer: Tex g Addres s State/ZI	Lieutenar as Depa	nt of Cor artment S. FM 13	rrectiona of Crimi	l Officer inal Jus		renner Unit		Immediate Supervisor Name: Jennifer Vargas Title: Major of Correctional Officers	Full-Time Number Summer Temp/Project
	yer's Tel								Supervisor's Telephone No.:	Give average #
S	tarting Da	ate	Le	aving D	ate	Current/	Technical		(361) 279-2705	of hours worked per
Mo.	Day	Yr.	Mo.	Day	Yr.	Final Salary	Non-managerial Supervisory/Managerial		If supervisory, number of employees you	Value of the life or many bliness and
									supervised: 22	week if part-time:
07 Summ	01 nary of ex	2022 xperienc	12 ce includ	01 ling spe	2023 ecial trai	\$56450 ining/skills/qu	A COLUMN TO A REST OF THE PARTY		the performance of this job:	week if part-time.
Ensure Instruct Sergea conduct Respondand 6 stranspondand 6 stranspondand Working month violation	e staffing of et Officers int with 18 cted to conded to or staples, ca ort trained ing with up each time	of Priorit on newl s on newl 8 years o rrect thes ne emerg susing no 1 Officers p to 21 C e as their 5 inmate	ty One Poly adapte of TDCJ of the se shorted the sency who delay to se for 4 day of the sency the trunk is unit is uni	ding spe- cositions of security experience omings. Here an in- o life savings causi- o coordinable to re-Hearings	on the G ty regula ce in pro Conduct mate we ing proc ing unit: nate time	ining/skills/qui flossbrenner Un ations to ensure oper Employee oted 10 Inmate ent through a sa redures and the strength to drop e off to make s e any Lieutenar	alifications you have use that knowledge is gained Performance Logs to enter Protection Investigations afety window that resulted inmate being off unit for p below 100%, having to ure that only 10% of the ents from within, finishing	sed in supported by O sure Or s in orded in the r the let r the le	ouppi nood. 22	f staff on a daily basis. ned responsibility. Guide a lditional training is cident from occurring. I hospital for 60 stitches McConnell Unit with 6 in 2 Building B Dorm. ed Cotulla Unit twice a ral Intervention Plan

Mailing City &	yer: Tex g Addres State/Z	cas Depar SS: 938 S IP: Snyd	tment of South Fl er, TX	M 1673	al Justice	ers e - Daniel Unit			Immediate Supervisor Name: Kevin Hoover Title: Captain of Correctional Officers Supervisor's Telephone No.:	Full-Time Part-Time Summer □ Temp/Project □
St	arting D	ate	Le	eaving Da	ate	Current/	Technical		(325) 573-1114	Give average # of hours worked per
Mo.	Day	Yr.	Mo.	Day	Yr.	Final Salary	Non-managerial	- 1	If supervisory, number of employees you	week if part-time:
02	01	2022	07	01	2022	\$ 56400	Supervisory/Managerial x alifications you have used in		supervised: 13	
than 10 procedo by known decreas	% of the ures to in wing the sing the p	shift is so iclude the capability cossibility	chedule newly ies of ear of call	d off at o adapted I ach office	ne time Behavior er as to n e of force	to make sure si ral Intervention not incorrectly a	hift staffing needs are met. Ins Plan to certify understanding assign staff to positions they are	stru g and	administration. Approved time off requested shift and shift supervisor on rules, red compliance. Assign correctional offices not trained in or would have conflict with w up with ones assigned additional tasks to	gulations, policies, and is to category 1 positions other staff or inmates,
Position Emplo Mailing City &	on Title: yer: Tex	Sergeant	of Corr	ectional (t of Crimi	Officers		v Director Office	1	Immediate Supervisor Name: Michael Turner Title: Assistant Regional Director Supervisor's Telephone No.: (806) 296-4500	Full-Time X Part-Time Summer Temp/Project
	State/Z	IP: Plainv lephone	No.: (X 79072 806) 296 eaving Day	7.7.4.40	Current/ Final Salary	Technical Non-managerial	3	If supervisory, number of employees you	Give average # of hours worked per week if part-time:
Mo. 04	State/Z yer's Te arting D Day 01	IP: Plainvelephone late Yr. 2021	No.: (1) Let Mo.: 02	X 79072 806) 296 eaving Day Day	ate Yr. 2022	Final Salary \$46848	Non-managerial Supervisory/Managerial	X	If supervisory, number of employees you supervised: 8	of hours worked per
Mo. 04 Summ Assiste lockdo Contral unit of promot same ti membe Michae danger Price D	State/Ziyer's Te arting D Day 01 arry of e d 7 searc wn: mak band Inte that size te anothe me and c est were c el unit the ous contro aniel Un	lephone late Yr. 2021 experience the team of ing this uncrdiction. Steppedown 2 secon schedulat is out or aband duraband	No.: (18 Mo. 02 te inclu fficers a nit safe) Team L dup to foosition tearch tealed learch tealed learch tealed learch fregion aring on ning norm	X 79072 806) 296 eaving Department of the partment of the p	yr. 2022 ecial trai nel officers and to strea p of som d no issu pers. Co given tin prised c chensive	\$46848 ining/skills/quiers in the discrimates. Coormline the search of the response with covering ordinated with me so that the rof 2 dog kennel search of 2	Non-managerial Supervisory/Managerial alifications you have used in overy of over 50 phones and 13 dinate with Senior Wardens, Co the of a 2250 unit with ECB doe nsibilities of the Search Team I g the growing and changing m all members of the search team mission did not suffer from lac I teams, 2 search teams, and all unit. Excelled at the task of ut	Con Con Lie nissi im to ck o	If supervisory, number of employees you supervised: 8	of hours worked per week if part-time: Clements Semi-Annual nout-of-region sually takes to search a transfer to search efforts at Mark Wargest amount of ment staffing issues at the

Emplo Mailing City &	on Title: Se oyer: Texas g Address: State/ZIP: oyer's Telep	Depar 9601 Amar	tment of N. 24th illo, TX	Crimina Ave 79107	al Justice	e - Clements U	ínít	4.	Immediate Supervisor Name: Shane Hembree Title: Assistant Regional Director Supervisor's Telephone No.:	Full-Time X Part-Time Summer Temp/Project
	arting Date			ving D		Current/	Technical		(806) 296-4500	Give average # of hours worked per
Mo. 01	Day 01	Yr. 2021	Mo. 04	Day 01	Yr. 2021	Final Salary \$46873	Non-managerial Supervisory/Managerial	×	If supervisory, number of employees you supervised: 8	week if part-time:
Summ						ning/skills/qu	alifications you have use	ed in	the performance of this job:	
during situatio while s	a multi-reg ons. Instrun supporting n	ional se nental i mission	earch. Re n the Re s at Coff	esponde gion V S ield and	ed to 6 IO Search T I Robins	CS situations of reams locating on Unit; both u	n William P. Clements un dangerous contraband to i	it to p includ area	efforts in minimizing the amount of controvide support to Correctional Officers an e cell phones, shanks, and illegal drugs insof operation. Had 2 Correctional officers mual lockdowns.	d Inmates under abnormal side a penal institution
Positic Emplo Mailing City & Emplo	on Title: Co byer: Texas g Address: State/ZIP: byer's Telep arting Date	orrections Depa : 304 W : Plainy phone	nal Office artment of 7. 6th Strain riew, TX No.: (80 Lea	er IV - R of Crimi eet 79072 06) 296	legion V inal Jus 5-4500 ate	7 Search Team stice - Region	V Search Team Sergeant V Director Office		Immediate Supervisor Name: Carlos Martinez Title: Sergeant of Correctional Officers Supervisor's Telephone No.: (806) 296-4500	Full-Time Part-Time Summer Temp/Project Give average # of hours worked per
Positic Emplo Mailing City & Emplo	on Title: Co oyer: Texas g Address: State/ZIP: oyer's Teleptarting Date	orrections Department 304 Worker Plainve	nal Office artment of 6th Str riew, TX No.: (80	er IV - R of Crimi eet 79072 06) 296	legion V inal Jus 5-4500	7 Search Team stice - Region	V Director Office	000	Carlos Martinez Title: Sergeant of Correctional Officers Supervisor's Telephone No.:	Give average #
Position Emplo Mailing City & Emplo St Mo. 06 Summ Perform	on Title: Copyer: Texas g Address: State/ZIP: oyer's Teleptarting Date Day 01 nary of exp	orrections Department of State	nal Office artment of . 6th Str riew, TX No.: (80 Mo. 01 e include	or IV - Roof Crimieet 79072 06) 296 aving Day 01 ing spe	tegion Vinal Juse 6-4500 ate Yr. 2021 ecial trainits in th	Current/ Final Salary \$39411 ining/skills/quice event of a na	V Director Office Technical Non-managerial Supervisory/Managerial alifications you have use tural disaster or offender s	ed in	Carlos Martinez Title: Sergeant of Correctional Officers Supervisor's Telephone No.: (806) 296-4500 If supervisory, number of employees you supervised: the performance of this job: on. Conduct searches of units to find dang	Give average # of hours worked per week if part-time:
Positic Emplo Mailing City & Emplo St Mo. 06 Summ Perform paper of the Pan sprayer	on Title: Copyer: Texas g Address: State/ZIP: State/ZIP: Day of D	orrections Department of State	nal Office rrtment of . 6th Strriew, TX No.: (80 Mo. 01 e includ onse to T nt the spi Recognin V Corr	er IV - Rof Crimeet 79072 06) 296 aving Day 01 ing spe DCJ Urread of Code by Arcetional	Region Vinal Justinal	Current/ Final Salary \$39411 ining/skills/quare event of a nart Regional Direct	V Director Office Technical Non-managerial Supervisory/Managerial alifications you have use tural disaster or offender s ing electrostatic spraying of ector Hembree and Assistatechniques to combat CO	ed in situation of Reg	Carlos Martinez Title: Sergeant of Correctional Officers Supervisor's Telephone No.: (806) 296-4500 If supervisory, number of employees you supervised: the performance of this job:	Give average # of hours worked per week if part-time: gerous, non-dangerous, or -19 supplies throughout epair the electrostatic

Mailing	yer: Te: g Addre State/Z	Correcti kas Depa ss: 9601 IP: Ama elephone	rtment of N. 24th rillo, TX	Crimina Ave 79107		e - Clements U	init		Immediate Supervisor Name: Hector Cortez Title: Lieutenant of Correctional Officers Supervisor's Telephone No.: (806) 381-7080	Full-Time Part-Time Summer Temp/Project Sive average #
Mo.	Day	Yr.	Mo.	Day	Yr.	Current/ Final Salary \$39411	Technical Non-managerial Supervisory/Managerial		If supervisory, number of employees you	of hours worked per week if part-time:
11 Summ	17	2018	06	01			The state of the s	od in t	supervised: the performance of this job:	1.
imit th	e possib ng proce	ility of m dures of	ore offic the Texa	ers being Dept. o	assault f Crimit	ed. Transport on al Justice. Se	offenders to hospital for n	edical	ompliance and safe. Restrain and secure a treatment. Stay up to date on the rules, rest of Region V Search Team: a highly spec	gulations, and standard
Position Complement Mailing City & City &	on Title: yer: Un g Addre State/Z	Explosivited States: 3250 IP: Fortible	re Ordnar es Army F Ave Polk, LA	nce Dispo - 705th 71459	osal Plat EOD C	oon Sergeant SCO Current/ Final Salary			Immediate Supervisor Name: Brett Hinds Title: Platoon Leader Supervisor's Telephone No	Full-Time Part-Time Summer Temp/Project Give average # of hours worked per week if part-time:
01	01	2017	09	29		\$72890	Supervisory/Managerial	X	supervised: 13	establishes and a
Ensure 64 Pari the Uni to ensu	d 3 Expl shes in I ited State re valua- sibilities se with I	osive Ore ouisiana es at a me ble know to the in-	dnance D , 82 Cou oment's r ledge wa coming P	risposal to nties in Notice. Co s passed latoon S	eams wo Mississip Observed down to ergeant	ere properly tra opi, 38 Counties and trained 6 o junior team loso that no time	ained and equipped to consist in Texas, and 15 Count EOD teams at Fort Irwin eaders gearing up for a 9- was lost in information g	duct Ir ies in A Nation month atherir	the performance of this job: mprovised Explosive Device and Unexplosive Device and Unexplosive Device and Unexplosive Device and Unexplosive Arkansas. Conducted 3 VIP mission in sugal Training Center as part of their deployment deployment. Created and executed a program when requested from command team. Created landed with 16 Marines on board and	port of the President of ment training requirement ram to transition my Conducted interagency

Emplo Mailin City &	yer: Uni g Addres State/ZI	ted State SS: 3205 P: Fort	es Army -	705th E 71459	OD CO	st Sergeant 89	D40	Immediate Supervisor Name: Chad Winters Title: First Sergeant	Full-Time Part-Time Summer Temp/Project
Mo.	Day	ate Yr. 2016	Mo.	Day 01	Yr.	Current/ Final Salary \$ 82236	Technical	If supervisory, number of employees you supervised: 25	Give average # of hours worked per week if part-time:
Lead a through explosi Mentor soldier were m ready a of class compa Vital in States law en carryin	nd trained hout our live techni- red 15 pers s who fai notivated and avoid s I explos ny trainin h the prob Marine C forcemen g abnorm	d 25 Soldarge resiques. Sers to accled to m to achie any Sol sives to ig goals, slem-solorps KC t agencial amountains and amountains and amountains arguests.	diers to in ponse are upervised hieve care eet body ove their be dier from include hi objective ving discu -130 cras es to provents of cla	clude 2 a. Com 41 EOI eer progreest. Cert receivingh explo s, and m ussions ch in Mis ide Une ss 1 exp	supervision and de	sors of supervi- over the comp ints as the Duty team leader cer indards, and 2 s at all Soldiers hment for subsuring an emergal als for all Sold gency response in 2017. Both Ordnance class	sors and 5 supervisors through any during 158 responses in 9 of Officer or Team Leader while trification before their deadline oldiers who failed to meet physqualified on their primary assignandard performance. Knowledgency response to include applicies to follow so that unit reading to include the multi-team responses requiring over 300-responses requiring over 300-responses and details on emergency red directed up to 2 platoons or 2	the performance of this job: various Soldier Skills and EOD tasks to e months with no loss of life or property du safely clearing 777 various pieces of une s. Recommended the punishment for 2 sol sical fitness standards; ensuring that these ned weapon and secondary assigned weap ligeable on local, state, and federal laws re cable EPA laws during the disposal of haz less did not deteriorate, or focus was not so onse to Camp Minden in 2016 and the mu man hours in dangerous environments. Or esponse routes, disposal areas, and planne 0 soldiers with detailed instructions to accommend	e to explosive hazards or xploded ordnance. diers who failed drug test, 3 soldiers and other soldiers son to stay deployment garding the transportation ardous materials. Set shifted off the mission. ulti-unit response to United ganize with local and state de escorts for vehicles
Position Emplo	on Title: oyer: Uni	CBRNE ted Stat	Analyticates Army	al and R	emediat A	d from Iraq ion Activity N	COIC 89D30	Immediate Supervisor Name: Richard Trombly Title: Lab Director	Full-Time Part-Time Summer Temp/Project
Position Emplo Mailin City & Emplo	on Title: oyer: Uni g Addres State/Zl oyer's Te	CBRNE ted Stat ss: Camp P- Cam lephone	Analytica es Army Arifjan, p Arifjan, No.: (3	al and Ro - CARA Kuwait Kuwait 18) 480	emediat A -0722	ion Activity N		Richard Trombly Title: Lab Director Supervisor's Telephone No.:	Give average #
Position Emplo Mailin City & Emplo	on Title: oyer: Uni g Addres State/ZI	CBRNE ted Stat ss: Camp P- Cam lephone	Analytica es Army Arifjan, p Arifjan, No.: (3	al and R - CAR/ Kuwait Kuwait	emediat A -0722		Technical L	Richard Trombly Title: Lab Director Supervisor's Telephone No.: If supervisory, number of employees you	Part-Time Summer
Position Emplo Mailin City & Emplo Si Mo. 11	on Title: oyer: Unit g Addres State/ZI oyer's Te tarting Day 01 nary of ex	CBRNE ted Stat ss: Camp Cam lephone ate Yr. 2015	Analyticates Army Arifjan, Parifjan, Pariffan,	al and R - CAR/ Kuwait Kuwait 18) 480 aving Day Day 01 ing spe	emediat A -0722 ate Yr. 2016 cial trai	Current/ Final Salary \$ 90192 ning/skills/qu	Technical Non-managerial Supervisory/Managerial Salifications you have used in	Richard Trombly Title: Lab Director Supervisor's Telephone No. If supervisory, number of employees you supervised: 4 the performance of this job:	Give average # of hours worked per week if part-time:
Position Employ Mailin City & Employ Mo. 11 Summ Deploy frontlin United forwar 52d EG Exploi Univer	on Title: oper: Unit g Address State/ZI oper's Te sarting D ay 01 nary of each of a quick States Cd d deployed DD Group tation Testity. Und	CBRNE ted Starts: Camp p- Cam lephone ate Yr. 2015 xperien vy CBR ker anal entral Coe di location who de am Artifi derstand	Analyticates Army of Arifjan, of Arifjan, of No. (3 Mo. 03 Ce includ NE Analysis of attommand woms back uployed to an, Kuwa and enformand and enformations are also and enformations are also and enformations and enformations are also and enformatio	al and R CAR/ Kuwait Kuwait 18) 480 aving Day 01 ing spe /tical an acks bei vhile de to labora start up it for ha ree inten	-0722 ate Yr. 2016 cial traid Remeding conditional ployed to train the conditional trains on enational	Current/ Final Salary \$ 90192 ning/skills/qu diation Activit ducted by ISIS to Camp Arifja proper analys orce Atlas, a h experience whi	Technical Non-managerial Supervisory/Managerial alifications you have used in y unit that included chemical are insurgents in Iraq. Liaison bet in, Kuwait. Ensured chemical is ensuring no contamination to igh headquarters element to ovel e completing degree in Crimin	Richard Trombly Title: Lab Director Supervisor's Telephone No. If supervisory, number of employees you supervised: 4	Give average # of hours worked per week if part-time: to give Commanders on the Activity Scientist and rted the samples from Ensured an easy arrival of Worked with Forensics cs from American Military

Emplo Mailing City &	yer: Uni g Addres State/ZI	ited State ss: 3250 IP: Fort	F Ave Polk, L	- 705th E	OD CO	erations Sergea	ant 89D30		Immediate Supervisor Name: Carl Flowers Title: First Sergeant S	Full-Time Nart-Time Summer Temp/Project
S	arting D	ate	Le	eaving Da	ate	Current/	Technical]		Give average # of hours worked per
Mo.	Day	Yr.	Mo.	Day	Yr.	Final Salary	Non-managerial		If supervisory, number of employees you	
01	01	2015	11	01		\$ 72890	Supervisory/Managerial		supervised: 9 the performance of this job:	
compar higher. worldw timely promot	ny's Troo Coordin vide. Role manner. ed to the	ops to Tas nated the e include Supervis next ran	sk Track unit's in ed create sed 9 su k. Plan	cer; allowinplementand and mar pport personed and in	ing the cation of naging 4 connel to	company to ma Explosive Ord 49 Soldier acco advance their nted a safety st	untain 100% accountability of lance Disposal Information ounts, imputing packets, revi- Military Occupational Spec	of 50 Mar iewir cialti-	live data; and communicate their intent. It personnel, their man-hours worked and nagement System (EODIMS), a system to a live the system to be something incident reports for errors, and submitted that were different than my own training guarantee no injuries that was copied by clons before suspense dates.	support all tasking from track all EOD incidents ing to higher echelon in a ng, resulting in 4 being
Position Emploi Mailing City & Emplo	on Title: lyer: Uni g Addres State/ZI	Explosiv ited Stat ss: 7555 IP: Fort G elephone	re Ordna es Arm Headqu Campbe		osal Tea EOD (op 223 -7173	m Leader 89D	NE Analytical and Remediati 20 Technical Non-managerial	-	Activity NCOIC Immediate Supervisor Name: Jud Faust Title: First Sergeant If supervisory, number of employees you	Full-Time National Part-Time Summer S
Position Emploi Mailing City & Emploi St Mo.	on Title: byer: Unit g Addres State/ZI yer's Te arting Day	Explosive ted States: 7555 Pr Fort Celephone eate Yr.	re Ordna es Arm Headqu Campbe No.: (: Mo.	ance Dispo ny - 788th arters Loc ell, KY 422 270) 798- eaving Da	posal Tea EOD Cop 2223 -7173 ate Yr.	m Leader 89D CO Current/ Final Salary	Technical Non-managerial Supervisory/Managerial		Immediate Supervisor Name: Jud Faust Title: First Sergeant If supervisory, number of employees you supervised: 3	Summer Temp/Project Sive average # of hours worked per
Positic Emplo Mailing City & Emplo St Mo. Summ Comple Fiream EOD T with the items supervite Dela Harassi multiple with a Forwar affected Afghan technic standar then em	on Title: oyer: Unit g Address State/ZI yer's Te arting D Day lary of e. eted Adv ns, and E echs to f e United aving the ision. Der ment/Ass le years of live high rd deploy d deploy d deploy d deploy d istan and jues. Co	Explosive ted States are a system of the sys	e Ordna es Arm Headqu Campbe No. (Campbe N	parce Disposer 1 - 788th larters Locall, KY 422 270) 798- 2270)	osal Tea EOD (opp 2223 -7173 ate Yr. cial trainagementosives viedge consuminadores do cost obase residadores do cost of cost o	Current/ Final Salary \$ ining/skills/qua ent courses to fi Course held at on Improvised l og Kuwaiti ASI of ship these ite sponse, training Equal Opportu ompliance with I Police Depart Assisted with 2 se for the Unite packages. Ab ear Ordnance (oir achievements recommended fi	Technical Non-managerial Supervisory/Managerial alifications you have used further my career and leaders Redstone Arsenal, Alabama Explosive Devices that are fe Ps did not go over their allow ems back stateside. Lead a si g of Military Police in vehici unity Leader and Unit Victim the Army's Policies and Re tement and Winnebago Count X-rays interpretations, net ex ded States State Department, el let to complete a degree in E. Course that emphasized nucl s or any substandard perform for administrative punishmer	d in t ship : a. In found wed I small lele see n Ad egula ty Sh xplos lear t nanc nanc	Immediate Supervisor Name: Jud Faust Title: First Sergeant If supervisory, number of employees you	Summer Temp/Project Give average # of hours worked per week if part-time: Give average # of hours worked per week if par

Position Title: Explosive Ordnance Disposal Team Member 89D10 Employer: United States Army - 720th EOD CO Mailing Address: Spinelli Barracks City & State/ZIP: Mnnheim, DE 09166 Employer's Telephone No.: (904) 614-1075						am Member 89		Immediate Supervisor Name: Beau Martindale Title: Platoon Sergeant Supervisor's Telephone No.:	Full-Time Part-Time Summer Temp/Project	
	ting Dat			aving Da		Current/	Technical If sup			of hours worked per
Mo. 08	Day 01	Yr. 2005	Mo. 01	Day 01	Yr. 2010	Final Salary \$ 58177	Non-managerial Supervisory/Managerial		If supervisory, number of employees you supervised:	week if part-time:
							alifications you have used i	in t		
Ordnance	Disposa	al Techi	nicians a	and 1 Une	explode	d Munitions fir	of Investigations Post Blast Cre exercises with Romanian Err 2006, Class 06-40N.	Cour	rse. Conducted 3 Multinational exercises osive Ordnance Disposal Technicians. Gr	with German Explosive raduated Basic Explosive
Specific Position Employe Mailing A City & Sta Employe	Title: er: Address tate/ZIP	5:		Promtec	i to Staf	ff Sergeant			Immediate Supervisor Name: Title: Supervisor's Telephone No.:	Full-Time
Start	ting Dat	te	Le	aving Da	ate	Current/	Technical		()	Give average # of hours worked per
	Day	Yr.	Mo.	Day	Yr.	Final Salary	Non-managerial		If supervisory, number of employees you	week if part-time:
			7	1		\$	Supervisory/Managerial [lalifications you have used it		supervised:	

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TEXAS DEPARTMENT OF CRIMINAL JUSTICE EMPLOYMENT APPLICATION SUPPLEMENT

INSTRUCTIONS: All questions must be answered in full. Print in BLACK INK or TYPE. If you are applying for a Correctional Officer or Parole Officer position, you are required to complete and submit a PERS 282B or PERS 282C, Statement of To download this form, select Employment then Download Applications from the TDCJ website (www.tdcj.texas.gov). Scroll down and select the appropriate link to download.

NOTE TO APPLICANTS: With few exceptions, you are entitled upon request: (1) to be informed about the information the TDCJ collects about

1	NIAME, Anderson	Frie	lanen	2 COCIAI SECURITY NO					
1.	NAME: Andersen Last	Eric First	Jasen Middle	2. SOCIAL SECURITY NO.					
		rs on your Social Security		and the Very Make Indian					
3.	DATE OF BIRTH: (NOTE: The date and place of background investigation.)	of birth are required to estab		CE OF BIRTH (STATE): t least 18 years old and to help establish identity in conducting a criminal					
5.	DRIVER'S LICENSE N	NO.:		STATE:					
6.	Have you previously be If yes, give unit(s)/depart			TDCJ facility on a contract basis? Yes ☑ No ☐ nt					
7.	Are you related to any e If yes, list name, relation			exas Board of Criminal Justice?					
8.	May we contact your pr	resent employer for a	reference? Yes 🗸	No Not presently employed					
	Have you ever been fire	ed from a job? Yes	No 🗸 Have y	you ever been asked to resign from a job? Yes No ployer, dates of employment, and the reason:					
9b.	Have you engaged in seinstitution? Yes No		, jail, lockup, commu	unity confinement facility, juvenile facility, or other					
9c.				exual activity in the community facilitated by force, overt or not or was unable to consent or refuse? Yes \(\sigma\) No \(\sigma\)					
9d.				aged in sexual activity in the community facilitated by force, of consent or was unable to consent or refuse?					
9e.	Have you been involved If yes, please explain:	l in any substantiated i	incidents of sexual ha	arassment? Yes 🗌 No 🗸					
10.	Are you willing to work	any day of the week	required for the posit	ion for which you are applying? Yes 🗸 No 🗌					
11.	If you are a male, age	18 through 25, have y	ou registered with th	ne Selective Service? Yes 🗌 No 🗸					
	If no, are you exempt fro	om registration? Yes	☐ No ☐ I am n	ot a male, age 18-25 🗸					
12a.	Are you or any immediate member of your family (to include, but not limited to your parent, brother, sister, spouse, or child) related to a current or former TDCJ offender (incarcerated or on parole)? name of the offender(s):								
12b.		ludes marriage, comm		ship with a current or former TDCJ offender (incarcerated ed together or had a child together?					
12c.	Do you have a current b		gang association wit s, provide the name	th a current or former TDCJ offender (incarcerated or on of the offender(s)					
12d.	Are you on a current TI If yes, provide the name								
120	Have you corresponded	in the nact year w							

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If yes, provide the name of the offender(s

Notes

- If you answered yes to Question 12a, 12b, 12c, 12d, or 12e, above, you are required to complete and submit a PERS 282A, Additional Offender Information form. This form is available from the TDCJ website.
- If you have a personal relationship with an offender, who is not a relative, be sure to read the "Offender Relationships" paragraph on Page 4 of this Supplement.

IMPORTANT	IN	IP	OF	₹T.	AN	T
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Read the definition of conviction in Question 15. When answering questions 13 through 15, do not include: (1) any violation of law committed before your 17th birthday if the final decision was made in juvenile court or under a youth offender law; (2) any conviction whose record was expunged under federal or state law; (3) minor traffic violations. **DWI**, **DUI**, **Open Container** and **Driving While License Suspended** are not minor traffic violations and must be listed.

14.		on parole or prob lease explain:	ation, deferred adjudica	ntion or under a pre-tri	al diversion agreeme	ent? Yes 🗌 No 🗸
15.	If yes, li necessar Please N	st each one below y. Note: For purpose	es of employment with t	ay not appear on you	include sentenced to	ne. Attach an additional page if o confinement, paid fine, time
Con	viction	Felony or Misdemeanor	on (includes deferred a	djudication), and cou Offense Class	city & State	Punishment
16b. 16c.	Are ther	e any legal restric	tions against you carryi	ng a firearm? Yes	No If yes, pl	EAD), please provide the category
			on your EAD (example			Not Applicable 🗸
17.	Are you	now or have you	ever been a member of	a street gang? Yes	No ✓	
	superior		independence from gov			tes racial, ethnic or gender ow of the United States
	If you as	nswered yes to eit	her of these questions, p	provide the following i	nformation:	
	a. Nam	e of the organizati	on and dates of membe	ership:		
	b. Posit	ion or positions y	ou held in the organizat	ion:		
	c. Arre	sts and/or convict	ons resulting from you	r activities as a membe	er:	
18.	associate	ed with organizati	ons that promote racial,	ethnic or gender supe	riority or separation	ith a street gang or that are a, independence from governmenta yes, provide a description and

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location of those tattoos or markings:

CONDITIONS OF EMPLOYMENT

Minimum Standards for all Applicants

- 1. Must be a U.S. citizen or an immigrant with lawful status, who is authorized to work in the U.S.
- 2. Must be at least 18 years of age
- 3. Must possess a High School Diploma from an accredited senior high school or equivalent or a state-issued General Education Development (GED) certificate
- 4. Must not be on probation for any criminal offense
- Must not have pending charges for any criminal offense or have an outstanding warrant
- 6. Convicted felons (or those convicted of an equivalent offense under the Uniform Code of Military Justice) do not become eligible for consideration until 10 years have elapsed since termination of sentence.
- 7. Must not be on active duty in the military (persons on terminal leave from active duty may apply)
- 8. Males, age 18 through 25, must be registered with the Selective Service if required to do so by Federal Law.
- 9. Must be able to perform the essential functions of the position applied for, with or without reasonable accommodation
- 10. Must pass the TDCJ drug test
- 11. All applicants, who may have contact with offenders, are ineligible for employment if they have committed any activity described in questions 9b, 9c, or 9d.

Additional Minimum Standards for Correctional Officer and other Security Applicants

- 1. Never have been convicted of a felony
- 2. Not have been convicted of a Class A misdemeanor, or the equivalent, within the last 10 years
- 3. Not have been convicted of a Class B misdemeanor, or the equivalent, within the last 3 years
- Never have been convicted of an offense that involved domestic violence
- Not have been discharged from the Armed Forces under dishonorable conditions
- 6. Must pass the TDCJ pre-employment test and physical agility test

The Gun Control Act, 18 U.S.C. § 922(g), makes it unlawful for certain categories of persons to possess firearms or ammunition, to include a person:

- Who has been convicted in any court of a crime punishable by imprisonment for a term exceeding one year;
- 2. Who is a fugitive from justice;
- 3. Who is an unlawful user of or addicted to any controlled substance (as defined in 21 U.S.C. § 802);
- 4. Who has been adjudicated as a mental defective or has been committed to a mental institution:
- 5. Who is an illegal alien;
- Who has been discharged from the Armed Forces under dishonorable conditions;
- 7. Who has renounced his or her United States citizenship;
- 8. Who is subject to a court order restraining the person from harassing, stalking, or threatening an intimate partner or child of the intimate partner; or
- Who has been convicted in any court of a misdemeanor crime of domestic violence.

Requirement to Report to Work in Emergency Situations

In an emergency situation that presents an immediate or potential threat to public safety as determined by a Warden or Department Head, it is mandatory that the following essential staff report to work: a) correctional officers and supervisors; b) parole officers and parole supervisory staff; and c) staff necessary to support emergency operations. Employees may be required to work overtime, have work schedules changed, have days off cancelled, and be temporarily reassigned to a different work location. If an employee is absent based on a claim of illness or injury on a day or days the employee was required to report to duty during an emergency response situation, the employee may be required to furnish a health care provider's statement within two workdays after the employee returns to work.

Mandatory evacuation orders given by local or state officials (e.g., for anticipated landfall of a hurricane) do not relieve employees from the requirement to report to work as required by their assigned daily schedule card or as directed by a supervisor in emergency situations. Failure to report to duty or remain on duty may result in disciplinary action up to and including dismissal from employment.

Important Note

For purposes of employment with the TDCJ, convictions include sentenced to confinement, paid fine, time served, placed on probation (includes deferred adjudication) and court-ordered restitution.

Additional Standards for Non-Security Applicants are stated in job posting and position descriptions. In addition, Parole Officers are required to have access to and be willing to use their own transportation for work and that they carry liability insurance. Parole Officers must not have been convicted of any offense involving domestic violence, and must not have been discharged from the Armed Forces under dishonorable conditions. Minimum standards for entry level Substance Abuse Counselor applicants will be explained by the contact person listed on the job posting.

Assignments

Initial assignment locations within the TDCJ are determined by applicant preference, consistent with the needs of the agency. The TDCJ reserves the right to reassign employees to different locations if necessary to meet its needs. Employees may submit a request for reassignment to another location in accordance with published procedures. However, there are many requests on file for certain areas and the waiting time for reassignment to these areas may be excessive.

Employee Drug and Alcohol Testing

All employees are subject to reasonable suspicion drug and alcohol testing.

Overtime

Employees who are authorized overtime and required to work overtime will be given Fair Labor Standards Act (FLSA) compensatory time. This compensatory time will be banked, used, or cashed out consistent with TDCJ policy.

Continued on next page

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CONDITIONS OF EMPLOYMENT (Continued)

Falsification of Application

It is important that the employment application be filled out completely and accurately. Any determination that the application has been falsified is grounds for refusing employment or terminating employment if already employed.

Organizational Affiliations

Affiliation with organizations that threaten the safety and security of a TDCJ facility may result in disqualification or termination of employment.

Employment Rights

Employees of the TDCJ are "at will" employees. This means that employment is for no definite period and may, regardless of the date or payment of wages and salary, be terminated at any time without prior notice.

Offender Relationships

TDCJ employees are prohibited from continuing or establishing a relationship with an offender or an offender's family member if the relationship jeopardizes or has the potential to jeopardize the security of the TDCJ or compromises the effectiveness of the employee. Prohibited relationships include those involving cohabitation, sexual misconduct or actions that jeopardize or have the potential to jeopardize the security of the TDCJ. This means that employees may not have personal contact or

relationships with offenders currently incarcerated or on parole outside of their official duties if this contact or relationship would jeopardize or has the potential to jeopardize the security of the TDCJ. Prohibited contact includes living together, writing letters or notes, telephone contact, visitation, and depositing funds into an offender's trust fund. If an employee had a child together with an offender, employee contact with the offender or offender's family may be limited to that which is necessary to foster a relationship with the child. As a condition of employment with the TDCJ, employees with prohibited relationships must sever those relationships. Sever means to cease any and all cohabitation, intimate encounters, verbal or written communications, visitation, and other prohibited contact. Continuation of a prohibited relationship after employment with the TDCJ may result in dismissal from employment if a determination is made by the TDCJ that the relationship jeopardizes or has the potential to jeopardize the security of the TDCJ.

Additional Information

Information concerning any event that may affect eligibility for employment with the TDCJ that occurs **after** the application has been submitted, to include criminal charges, must be provided in writing immediately to the **Section Director**, **Employment**, **TDCJ Human Resources Headquarters**, **2 Financial Plaza**, **Suite** #600, **Huntsville**, **TX 77340**. Failure to do so may be considered falsification of the application for employment and may result in disqualification or termination of employment.

CERTIFICATION: I certify that my answers are true, complete, and correct to the best of my knowledge and that I have not evaded or omitted any part thereof to reflect an untruth. I understand that falsification constitutes grounds for refusing or terminating employment. I have also read and understood and I agree to the Conditions of Employment and document requirements in this Supplement.

DUTY TO DISCLOSE: I hereby acknowledge that I have a duty to disclose any sexual misconduct during the term of my employment. I further acknowledge that I have a duty to disclose any misconduct on my part while working for previous employers.

Signature: Date: 07/01/2025	Signature:	2 Hal	Date: 07/01/2025
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REQUIRED DOCUMENTS

Applications will not be processed without the required documents. Documents in the application must be photocopies and will become a permanent part of the application. DO NOT INCLUDE ORIGINALS.

- A copy of your current DRIVER'S LICENSE with a photograph and/or date of birth, sex, height, eye color and address. Receipts are not acceptable without the license with photograph. You will also need to present the original license during screening for Correctional Officer applicants or during employment in-processing for non-correctional applicants. (SEE NOTE 1 AND 2, BELOW.)
- 2. A copy of your SOCIAL SECURITY CARD. This must be a copy of the original card issued by the Social Security Office. The following are not acceptable: metal or other reproductions; altered cards; laminated cards that were not signed before lamination; laminated cards that have the statement, "This card is invalid if laminated" on the back and cards that contain the statement, "Valid for work only with DHS Authorization." You will also need to present the original card at the same time you present your driver's license.
- 3. For positions that do not require a college degree: A copy of a DIPLOMA or TRANSCRIPT that documents the highest level of education completed or a copy of a state or military-issued GED Certificate. For positions that do require a college degree: A copy of your COLLEGE DIPLOMA or TRANSCRIPT. Windham School System requires official college transcripts verifying highest degree conferred. SEE NOTE 3, BELOW.
- 4. A copy of the DD Form 214 you were issued for the final period of active duty, if you served in the U.S. military. This must be a complete Member 4 Copy or other copy, which includes the type of discharge. If you are on terminal leave from active duty, attach a letter from your commander indicating the date of discharge and type of discharge. The DD Form 214 must be submitted after the discharge date. If you no longer have your copy of your DD Form 214, you may request a copy on-line at: http://www.archives.gov/research_room/vetrecs

- 5. If you are a male, age 18 through 25, you must provide a copy of your SELECTIVE SERVICE REGISTRATION CARD or proof of exemption from Selective Service registration. If your card is not available, you may obtain proof of registration from the Internet and submit a printed copy of this proof. You may obtain proof of registration or register at the following address: http://www.sss.gov/regist.htm
- 6. A DISPOSITION for each item reported in questions 13, 14 and 15. A disposition is a statement of the charge, date, and the results of the case. If the charge was dismissed, the disposition must state the reason for dismissal. Dispositions can normally be obtained from the clerk of the court having jurisdiction over the case.

NOTES:

- Your original unexpired **Driver's License** and **Social Security** Card may be used to verify your identity and eligibility for employment in the U.S. Both will be immediately returned to you. Verification of eligibility for employment in the U.S. is required by the Immigration Reform and Control Act of 1986.
- 2. If you do not have a driver's license, any of the following documents are acceptable: unexpired State-issued ID Card; U.S. Military ID Card; School ID Card with photograph; unexpired ID Card issued by a federal, state, or local government agency; Voter Registration Card; U.S. Passport; Unexpired Foreign Passport with Employment Authorization; or, Alien Registration Card with photograph.
- Foreign/International diplomas or education credentials must be evaluated by a TDCJ-approved evaluation service or a member organization of the National Association of Credential Evaluation Services (NACES).

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ERIC JASEN ANDERSEN

eric.andersen@tdcj.texas.gov

EXPERIENCE

DECEMBER 01, 2023 - PRESENT

SERGEANT OF CORRECTIONAL OFFICERS, TEXAS DEPARTMENT OF CRIMINAL JUSTICE – REGION IV FIRING RANGE INSTRUCTOR, TDCJ TACTICAL RESPONSE TEAM LEADER, LESS-LETHAL COORDINATOR

Ensure range safety is observed by over 600 Supervisors, Correctional Officers, and Cadets on the Region IV range at all times with zero reported accidents or injuries under my supervision. Instruct Supervisors to include Regional Directors, Assistant Regional Directors, Wardens, Assistant Wardens, Majors, and below on the proper firearms techniques to ensure that all qualify on TDCJ weapons systems to meet ACA standards. Teach specialty classes such as Munition Instructor, Public Medical Transport Officer, Quick Response Training, and Close Quarters Combat to TDCJ staff members that have shown an enhanced skill level to receive this training. Selected over 5 other TDCJ employees to be the Tactical Response Team Region IV Team Leader. Selected over 35 Supervisors and Correctional Officers to be one of two TDCJ Less-Lethal Instructors for the entire state. Chosen to travel to compete with 9 other Supervisors and Correctional Officers in the West Virginia Mock Prison Riots for FY24 and FY25. Assisted in the team tying 16th for the first year it has even competed, and 9th place the second year. Created the FY25 40-hour Quick Response Training Course for all TDCJ staff to complete to enhance their knowledge on the Behavioral Intervention Plan and Response team procedures. Accounted for over \$110,000 worth of ammunition and over 110 weapon systems at the Beeville Training Academy with no lose reported. Responded to 3 Regional Level and 3 State Level Response as part of the Tactical Response Team to help assist units to bring that respective institution back under control for the wardens. Conducted 1 High Profile Transport to take inmate to District Court with no incidents. Conducted 10 specialty classes each quarter for 7 quarters with no injuries or loss of equipment resulting in knowledge increase of over 200 TDCJ Staff Members while continuing a PhD in Criminal Justice. Selected to be the Texas Department of Criminal Justice Region IV Tactical Response Team Team Leader when the previous Team Leader was unable to perform their duties.

FEBRUARY 01, 2022 - NOVEMBER 30, 2023

LIEUTENANT OF CORRECTIONAL OFFICERS, TEXAS DEPARTMENT OF CRIMINAL JUSTICE – PRICE DANIELS AND ERNESTINE GLOSSBRENNER UNIT

Ensure staffing of Priority One Positions on the Glossbrenner Unit then send Officers to support up to 3 other TDCJ units that are short of staff on a daily basis. Instruct Officers on newly adapted security regulations to ensure that knowledge is gained by Officers being placed in positions of greatened responsibility. Guide a Sergeant with 18 years of TDCJ experience in proper Employee Performance Logs to ensure Officers' shortcomings are addressed and additional training is conducted to correct these shortcomings. Conducted 10 Inmate Protection Investigations in order to stop inmate assaults and a serious incident from occurring. Responded to one emergency where an inmate went through a safety window that resulted in the inmate needing to be transported to local hospital for 60 stitches and 6 staples, causing no

delay to life saving procedures and the inmate being off unit for the least amount of time to recover. Supported McConnell Unit with 6 transport trained Officers for 4 days causing unit strength to drop below 100%, having to respond with minimal staff to an electrical fire in 2 Building B Dorm. Working with up to 21 Officers to coordinate time off to make sure that only 10% of the shift is off at any given time per policy. Supported Cotulla Unit twice a month each time as their unit is unable to promote any Lieutenants from within, finishing 10 Inmate protection Investigations, 4 Behavioral Intervention Plan violations, and 15 inmates into Pre-Hearing Detention for varies disciplinary reasons. Selected over 250 applicants from the State of Texas to be a member of the new formed Tactical Response Team.

Ensure staffing of Priority One Positions on the Glossbrenner Unit then send Officers to support up to 3 other TDCJ units that are short of staff on a daily basis. Instruct Officers on newly adapted security regulations to ensure that knowledge is gained by Officers being placed in positions of greatened responsibility. Guide a Sergeant with 18 years of TDCJ experience in proper Employee Performance Logs to ensure Officers' shortcomings are addressed and additional training is conducted to correct these shortcomings. Conducted 10 Inmate Protection Investigations in order to stop inmate assaults and a serious incident from occurring. Responded to one emergency where an inmate went through a safety window that resulted in the inmate needing to be transported to local hospital for 60 stitches and 6 staples, causing no delay to life saving procedures and the inmate being off unit for the least amount of time to recover. Supported McConnell Unit with 6 transport trained Officers for 4 days causing unit strength to drop below 100%, having to respond with minimal staff to an electrical fire in 2 Building B Dorm. Working with up to 21 Officers to coordinate time off to make sure that only 10% of the shift is off at any given time per policy. Supported Cotulla Unit twice a month each time as their unit is unable to promote any Lieutenants from within, finishing 10 Inmate protection Investigations, 4 Behavioral Intervention Plan violations, and 15 inmates into Pre-Hearing Detention for varies disciplinary reasons. Selected over 250 applicants from the State of Texas to be a member of the new formed Tactical Response Team.

JANUARY 01, 2021 – JANUARY 31, 2022

SERGEANT OF CORRECTIONAL OFFICERS, TEXAS DEPARTMENT OF CRIMINAL JUSTICE – WILLIAM P. CLEMENTS UNIT AND REGION V SEARCH TEAM

Assisted 7 search team officers and 5 kennel officers in the discovery of over 50 phones and 15 dangerous weapons during the William P. Clements Semi-Annual lockdown: making this unit safer for officers and inmates. Coordinate with Senior Wardens, Contraband Interdiction Team Captain, and an out-of-region Contraband Interdiction Team Lieutenant to streamline the search of a 2250 unit with ECB down to 17 days; less than half of how long it usually takes to search a unit of that size. Stepped up to fill the gap of some of the responsibilities of the Search Team Lieutenant while the current one retired and it was not possible to promote another to that position. Has had no issue with covering the growing and changing mission of the search team while multiple missions occurring at the same time and down 2 search team members. Coordinated with all members of the search team to approve leave request; ensuring that no more than 2 team members were on scheduled leave at any given time so that the mission did not suffer from lack of staff. Lead the semi-annual lockdown search efforts at Mark W. Michael unit that is out of region that comprised of 2 dog kennel teams, 2 search teams, and all of Michael unit H card officers to find the largest amount of dangerous contraband during one comprehensive search of that unit. Excelled at the task of utilizing the Region V Search Team to supplement staffing issues at the Price Daniel Unit, ensuring normal daily schedule was able to run smoothly, helped unit officers keep inmate's standards, and increase staff on unit to prevent use of force or assaults from occurring.

Supervise 8 Correctional officers in the search techniques used by the FBI and BATFE to further their knowledge on search techniques and ensure 100% of the area is searched so that no contraband is overlooked. Coordinate with Regional Directors and Warden out of my region to ensure that correct amount of personnel are on unit during the Annual Lockdown searches. Recognized by Region II Regional Director for my efforts in minimizing the amount of contraband on Coffield Unit during a multi-regional search. Responded to 6 ICS situations on William P. Clements unit to provide support to Correctional Officers and Inmates under abnormal situations. Instrumental in the Region V Search Teams locating dangerous contraband to include cell phones, shanks, and illegal drugs inside a penal institution while supporting missions at Coffield and Robinson Unit; both units outside the Region V area of operation. Had 2 Correctional officers recognized by Senior Wardens for the amount of dangerous contraband they were able to locate during unit's semi-annual lockdowns.

NOVEMBER 18, 2018 - DECEMBER 31, 2020

CORRECTIONAL OFFICER IV, TEXAS DEPARTMENT OF CRIMINAL JUSTICE – WILLIAM P. CLEMENTS UNIT AND REGION V SEARCH TEAM

Perform emergency response to TDCJ Units in the event of a natural disaster or offender situation. Conduct searches of units to find dangerous, non-dangerous, or paper contraband. Prevent the spread of COVID-19 by performing electrostatic spraying of Region V units. Pick up then deliver COVID-19 supplies throughout the Panhandle of Texas. Recognized by Assistant Regional Director Hembree and Assistant Regional Director Guess for my abilities to repair the electrostatic sprayers and teach Region V Correctional Officers proper spray techniques to combat COVID-19. Responded to Mark W. Stiles unit at moment's notice to prepare unit and ensure a 2250 unit was staffed prior to and during Hurricane Lauren.

Ensure the safety of up to 144 offenders by conducting safety rounds every 30 minutes. Check the accuracy of offender counts to confirm that no offender is missing at any given time during the day. Search for contraband to make sure offenders are in compliance and safe. Restrain and secure assaultive offenders to limit the possibility of more officers being assaulted. Transport offenders to hospital for medical treatment. Stay up to date on the rules, regulations, and standard operating procedures of the Texas Dept. of Criminal Justice. Selected to be one of eight members of Region V Search Team: a highly specialized team to travel to other prisons to conduct contraband searches in order to preserve institutional safety.

AUGUST 05, 2005 - SEPTEMBER 30, 2018

EXPLOSIVE ORDNANCE DISPOSAL TECHNICIAN, UNITED STATES ARMY

Ensured 3 Explosive Ordnance Disposal teams were properly trained and equipped to conduct Improvised Explosive Device and Unexploded Ordnance responses in 64 Parishes in Louisiana, 82 Counties in Mississippi, 38 Counties in Texas, and 15 Counties in Arkansas. Conducted 3 VIP mission in support of the President of the United States at a moment's notice. Observed and trained 6 EOD teams at Fort Irwin National Training Center as part of their deployment training requirement, to ensure valuable knowledge was passed down to junior team leaders gearing up for a 9-month deployment. Created and executed a program to transition my responsibilities to the incoming Platoon Sergeant so that no time was lost in information gathering when requested from command team. Conducted interagency response with local, state, and federal agencies to Mississippi when a Marine Corps. KC-130T crash landed with 16 Marines on board and carrying several tonnes of explosives.

Lead and trained 25 Soldiers to include 2 supervisors of supervisors and 5 supervisors through various Soldier Skills and EOD tasks to ensure a timely response throughout our large response area. Commanded over the company during 158 responses in 9 months with no loss of life or property due to explosive hazards or explosive techniques. Supervised 41 EOD incidents as the Duty Officer or Team Leader while safely clearing 777 various pieces of unexploded ordnance. Mentored 15 peers to achieve career progressing team leader certification before their deadlines. Recommended the punishment for 2 soldiers who failed drug test, 3 soldiers who failed to meet body composition standards, and 2 soldiers who failed to meet physical fitness standards; ensuring that these soldiers and other soldiers were motivated to achieve their best. Certified that all Soldiers qualified on their primary assigned weapon and secondary assigned weapon to stay deployment ready and avoid any Soldier from receiving punishment for substandard performance. Knowledgeable on local, state, and federal laws regarding the transportation of class 1 explosives to include high explosives during an emergency response to include applicable EPA laws during the disposal of hazardous materials. Set company training goals, objectives, and moral goals for all Soldiers to follow so that unit readiness did not deteriorate, or focus was not shifted off the mission. Vital in the problem-solving discussions on emergency response to include the multi-team response to Camp Minden in 2016 and the multiunit response to United States Marine Corps KC-130 crash in Mississippi in 2017. Both responses requiring over 300-man hours in dangerous environments. Organize with local and state law enforcement agencies to provide Unexploded Ordnance classes and details on emergency response routes, disposal areas, and planned escorts for vehicles carrying abnormal amounts of class 1 explosives. Organized and directed up to 2 platoons or 20 soldiers with detailed instructions to accomplish missions that spanned several weeks with no complete mission failures recorded.

Deployed a Heavy CBRNE Analytical and Remediation Activity unit that included chemical and biological testing equipment to Kuwait to give Commanders on the frontlines a quicker analysis of attacks being conducted by ISIS insurgents in Iraq. Liaison between CBRNE Analytical and Remediation Activity Scientist and United States Central Command while deployed to Camp Arifjan, Kuwait. Ensured chemical samples were packaged correctly and escorted the samples from forward deployed locations back to laboratory for proper analysis ensuring no contamination to sample or personnel during movement. Ensured an easy arrival of 52d EOD Group who deployed to start up Task Force Atlas, a high headquarters element to oversee EOD Operations in the Middle East. Worked with Forensics Exploitation Team Arifjan, Kuwait for hands on experience while completing degree in Criminal Justice with a Concentration in Forensics from American Military University. Understand and enforce international laws governing the collection, transportation, and storage of chemical weapons to retrieve them from combat zones and escort them to the Kuwait laboratory for analysis.

Attended and excelled at Advanced Improvised Device and Disablement course at Eglin Air Force Base, Florida. The course tested my ability to neutralize sophisticated electronic circuitry, large IEDs, and alarms systems. Dispatched 37 EOD teams to support CONUS and OCONUS VIP Missions with a total man hour of 7,459. Selected to train and maintain Army's Command Post of the Future at unit level. This is a command-and-control software system that allows commanders to maintain top sight over the battlefield; collaborate with superiors, peers and subordinates over live data; and communicate their intent. Organized and maintained company's Troops to Task Tracker; allowing the company to maintain 100% accountability of 50 personnel, their man-hours worked and support all tasking from higher. Coordinated the unit's implementation of Explosive Ordnance Disposal Information Management System (EODIMS), a system to track all EOD incidents worldwide. Role included created and managing 49 Soldier

accounts, imputing packets, reviewing incident reports for errors, and submitting to higher echelon in a timely manner. Supervised 9 support personnel to advance their Military Occupational Specialties that were different than my own training, resulting in 4 being promoted to the next rank. Planned and implemented a safety standard for 4 small arm ranges to guarantee no injuries that was copied by our sister companies and Battalion headquarters. Collect and analyze data to complete reports for submission to high echelons before suspense dates.

Completed Advanced and Senior level management courses to further my career and leadership abilities. Completed the United States Bureau of Alcohol, Tobacco, Firearms, and Explosives Homemade Explosives Course held at Redstone Arsenal, Alabama. Instrumental in a successful information exchange with Lebanese EOD Techs to further both countries knowledge on Improvised Explosive Devices that are found in their region and their knowledge on defeating them. Assisted with the United States draw down in Iraq, ensuring Kuwaiti ASPs did not go over their allowed Net Explosive Weight limit by destroying 11 million explosive items saving the government the associated cost of ship these items back stateside. Lead a small contingency in Qatar away from higher headquarters with no supervision. Detachment was tasked with base response, training of Military Police in vehicle search techniques, and training all Soldiers in threat awareness and IED classes during in processing. Certified as an Equal Opportunity Leader and Unit Victim Advocate. Trained over 250 Soldiers Equal Opportunity and Sexual Harassment/Assault classes quarterly to ensure compliance with the Army's Policies and Regulations. Recording 0 reports across multiple companies during multiple years of certifications. Vital in Rockford Police Department and Winnebago County Sherriff, Illinois in a investigation against a suspect who was found with a live high explosive M430 40mm grenade. Assisted with X-rays interpretations, net explosive weight of item, and the finial destruction of ordnance item. Forward deployed to Iraq to conduct base response for the United States State Department, ensuring all personnel were safe and that their daily activities were not affected by long response times due to suspicious packages. Able to complete a degree in Explosive Ordnance Disposal during two deployments: one to Afghanistan and one to Kuwait. Completed Nuclear Ordnance Course that emphasized nuclear theory, nuclear safety, first responder's role, and proper collection techniques. Counseled 5 soldiers monthly on their achievements or any substandard performance they might have had and the proper steps to ensure that they meet standards in the future so that they would not be recommended for administrative punishment. Trained 3 team members in the Army standard rifle qualification then ensured 100% first time go to increase unit readiness. Tasks as Range Safety Officer of 20 small arms ranges and 15 demolition ranges finishing with a safety record of no reportable injuries.

Responded to 2 real life incidents where United States Munitions ended up in the possession of German citizens. Furthered my knowledge in Explosive and Explosive Effects by attending the United States Federal Bureau of Investigations Post Blast Course. Conducted 3 Multinational exercises with German Explosive Ordnance Disposal Technicians and 1 Unexploded Munitions fire exercises with Romanian Explosive Ordnance Disposal Technicians. Graduated Basic Explosive Ordnance Disposal School at Eglin Air Force Base in September 2006, Class 06-40N.

EDUCATION

CURRENT - MAY 2028

PHD OF PHILOSOPHY STUDENT, CRIMINAL JUSTICE, TEXAS A&M INTERNATIONAL UNIVERSITY

Accepted into the 4th Cohort with 3 other Students, Will concentrate my research on the growing trend of Correctional Officers bringing in dangerous contraband into a penal institute. Expected graduation May 2028. GPA of 3.167 after finishing 18 hours of Doctorial schoolwork.

FEBRUARY 2024

MASTER OF ARTS, LEGAL STUDIES, AMERICAN MILITARY UNIVERSITY

Graduated with a GPA of 3.7157. Recognized for high GPA by earning a spot on the Fourth Quarter 2023 Dean's List.

OCTOBER 2022

MASTER OF ART, CRIMINAL JUSTICE, AMERICAN MILITARY UNIVERSITY

Finished with a 3.555 GPA while holding a position of Sergeant of Correctional Officers of a Regional Search Team that traveled throughout Texas during COVID-19.

AUGUST 2016

BACHELOR OF SCIENCE, CRIMINAL JUSTICE, AMERICAN MILITARY UNIVERSITY

Major coursework in Forensics courses to include Fingerprint Analysis, Blood spatter Pattern Analysis, Voice Stress Analysis, DNA in the Criminal Justice System, and Firearms Forensics Investigation.

SKILLS

- Able to clearly speak clear instructions.
- Personally driven to achieve advanced education.
- Write or type clearly for students to understand.
- Active listener to ensure details are not missed.

REFERENCES

Available upon request.



TEXAS A&M INTERNATIONAL UNIVERSITY

College of Arts and Sciences Department of Social Sciences

Dear Ms. Ortega,

I am writing to offer my recommendation for Eric Jasen Andersen for the position of Executive Director with the Texas Department of Criminal Justice. As an Associate Professor and Co-Director of the Criminal Justice Programs at Texas A&M International University, I have had the pleasure of working closely with Jasen as part of our Ph.D. in Criminal Justice program. He has taken several courses with me. Jasen is doing well in the program and is liked by both faculty and peers for his thoughtful contributions to class discussions and his commitment to learning.

In addition to his academic progress, Jasen brings with him substantial real-world experience in the field of corrections and public administration, which makes him a strong fit for this leadership role. His extensive background, as highlighted in his resume, showcases his ability to manage operations, lead diverse teams, and adapt to the evolving challenges of correctional administration, all these are skills that align directly with the essential functions outlined in the job posting.

What sets Jasen apart is his steady leadership style, his capacity to think strategically, and his dedication to public service. He understands the importance of balancing organizational goals with the ethical considerations of criminal justice work, and I am confident in his ability to represent the Texas Department of Criminal Justice with integrity, vision, and excellence.

I'd like to recommend Jasenfor this role without reservation. Please feel free to contact me should you require any additional information.

Sincerely,

Fei Luo 7/5/2025

Fei Luo, Ph.D. Associate Professor of Criminal Justice Department of Social Sciences Texas A&M International University



TEXAS A&M INTERNATIONAL UNIVERSITY

July 9, 2025

Ms. Brittni Ortega Texas Board of Criminal Justice Brittni.Ortega@tdcj.texas.gov

Dear Ms. Ortega,

I enthusiastically recommend Mr. Eric Jasen Andersen for the Texas Department of Criminal Justice Executive Director position. During his doctoral studies, he excelled in two of my highly demanding seminars, *Terrorism* and *Advanced Research Methods*. He earned the highest grades in each due to meticulous research design, clear analytic writing, and the ability to simplify complex statistical findings for practitioners.

His presence set the intellectual tone of every session, beyond grades. He routinely asked penetrating questions connecting cutting-edge terrorism theory to real-world correctional challenges. Peers gravitated to him because he listens, weighs evidence, and advances the conversation with insight. This combination of humility and authority is rare in classrooms and will serve the Board well in volatile hearings and briefings.

His professional résumé, showcasing sustained leadership in large correctional systems, confirms my observations. He manages people like data, with clarity of purpose and measurable outcomes. Colleagues describe him as a principled researcher, protecting civil liberties while meeting security needs. These qualities align with the statutory charge, demanding unflinching compliance oversight, budget execution, and coordinated emergency response across vast areas.

His temperament warrants explicit mention. He demonstrates remarkable composure in highstakes discussions, which is crucial for leadership in complex bureaucratic structures. His approachability to peers proves that front-line personnel will foster open communication and trust. In an agency under constant public scrutiny, this blend of steadfast leadership and inclusive engagement is foundational for transforming operational continuity into sustained organizational learning and continuous improvement. I wholeheartedly recommend Mr. Eric Jasen Andersen without reservation. Please feel free to contact me directly at if you require further information.

Thank you for your consideration.

Respectfully,

Huseyin Cinoglu, Ph.D.

Associate Professor of Criminal Justice

Department of Social Sciences

Texas A&M International University

Dear Ms. Ortega,

I am writing to recommend Mr. Eric Jasen Andersen for the position of Executive Director with the Texas Department of Criminal Justice.

My professional relationship with Mr. Andersen began in April 2011 when he was an Explosive Ordnance Disposal Team Leader. As his junior, I was introduced to his leadership style immediately. I found him to be dedicated, professional, intelligent, and efficient. I participated in multiple training operations with Mr. Andersen, which included the Global Anti-Terrorism Operators Response Course in preparation for assignment or response to Nuclear, Chemical, Biological, Radiological, and Explosive incidents around the world. Early in our professional relationship, I was impressed by how well he could adapt to changing situations and emerging threats. His ability to work in a constantly evolving environment and adapt to change remains one of his strongest attributes. I witnessed him respond to multiple real-world explosive incidents. These included everything from ordnance that had been fired within the hour, ordnance that had been sitting on a range or buried since the 1950's, and suspicious packages found in public or private places. I also witnessed how he interacted with other people. His interpersonal skills are another of his exceptional attributes. Even while under overwhelming stress, he can keep his calm, organized thought process and respond to people appropriately. Throughout my time working with him, I saw a quiet professionalism that would serve any organization well. Mr. Andersen not only operated at his assigned level, but he would seek out additional responsibility in order to allow our unit to function more efficiently. Whether this meant adding paperwork to his already considerable workload or teaching and training technicians who were not at his level yet, he did not hesitate to give of himself to make our profession better. As a Team Leader, he stepped in to fill the position of Platoon Sergeant when the need arose. After I left his team, we remained in contact; and I watched him rise through the ranks and achieve a very high mastery of our profession through his dedication and determination.

We have managed to maintain contact in the years following our time in service, and I have followed his time in the Texas Department of Criminal Justice. He rose quickly through the ranks due to his knowledge, professionalism, and ability to adapt. Due to these positive qualities and many others, he would be an excellent choice for the position of Executive Director of the Texas Department of Criminal Justice. His resume and education indicate a deep devotion to protecting others and ensuring the success of the organization he is working with. I feel that it would be difficult to find an individual more highly qualified than Mr. Andersen.

I recommend Eric Jasen Andersen without reservation.

Thank you for your time and consideration in this matter.

Very Respectfully,

Michael Culbertson

Protective Security Specialist

GFS Department of Diplomatic Security

Dear Ms. Ortega,

I am writing to recommend Eric Jasen Andersen for the Executive Director with Texas Department of Criminal Justice.

I had the pleasure to work with Jasen while deployed in Afghanistan as a fellow EOD (Explosive Ordnance Disposal) member. He remains cool, calm, and collected under pressure. Also, I can recall during deployment he was put into supply for the first time. In one month, the Captain commented on the fact that Jasen was able to do more in a month than the regular supply person did in a year. I believe this is due to Jasen's follow-up on work such as, if something did not arrive he would contact sources to receive updates and work to iron out any wrinkles if need be. Jasen has an eye for detail and fixes anything that appears incorrect.

As a person there was no one in the unit that despised Jasen. His demeanor is her is a task, let's get it done. Jasen is easy to talk to and there have been several occasions I could count on him to listen to when I had issues with anything and would not be pushy about his suggestions. Jasen is someone you can count on and will be there when needed.

Please feel free to reach out to me with any questions.

Sincerely,

William P. Kiley Jr. William Paul Kiley Jr. RN

APPLICANT EEO DATA FORM

For State Agency Use Only:	-1
Applicant Number:	

The information requested is optional and is being collected for the purpose of reporting to Federal and Equal Employment Opportunity Agencies and will not be considered as part of the application for employment. It will be separated from the application.

1. Job Posting Number	2. Last Name (Type or Print)	First	Middle	
032020	Andersen	Eric	Jasen	
3. Address	City State	ZIP Code	4. Daytime Phone	5. Work Phone
6. Sex 7. Birth Date M-Male	8. Ethnic Origin W-White B-Black H			
	☐ P-Native Hawaiian or Othe		AND THE PROPERTY OF STREET	
9. Veteran	10. Surviving Spouse of Veteran remarried	who has not	11. Orphan of Veter	an
Yes No	☐ Yes ■ No		☐ Yes ■ No	
12. Spouse of a member of the US armed forces or Texas	13. Spouse and primary source of inc veteran who has a total disability with	a rating of at	14. Former Texas F or younger	oster Youth 25 yrs of ag
National Guard serving on active duty	least 70 percent or on individual uner	прюуавшту	☐ Yes	
☐ Yes ■ No	☐ Yes ■ No		■ No	
□ 01 - Other State Employ □ 02 - Job Fair □ 03 - Professional Public □ 04 - Recruitment Poste □ 05 - Television	Dame of the cation 07 - College/University 08 - Human Resource/	Personnel Office Internet		WorkInTexas.com Other (specify): 07/12/2025 Date
Library States		Signature - Ap		Date
	in any of the original peoples of Eu		East, or North Africa.	
Black – a person having origins	in any of the black racial groups of	Africa.		
Hispanic – a person of Cuban, I race.	Mexican, Puerto Rican, South or Ce	entral American,	or other Spanish cultu	re or origin, regardless o
	in any of the original peoples of the ndia, Japan, Korea, Malaysia, Paki			
	ative – a person having origins in a tains tribal affiliation or community		peoples of North and	South America (includin
Native Hawaiian or Other Pacific Islands.	fic Islander – a person having orig	ins in any of the	original peoples of Hav	vaii, Guam, Samoa, or
Two or More Races – a person	who primarily identifies with two or	more of the abo	ve race/ethnicity categ	ories.
	AN EQUAL OPPORT	UNITY EMPLOY	ER	

Christopher Carter

2 Financial Plaza – Suite 370 Huntsville, Texas 77340 936-437-2811

Christopher.Carter@tdcj.texas.gov

Experience:

Director

Chaplaincy and Volunteer Services Huntsville, Texas

2024 to Present

Duties:

- Supervise 177 employees and over 30,000 volunteers
- · Collaborate with all TDCJ divisions
- · Implement Legislative bills
- Serve as the agency's official for EEO
- Oversee Chaplaincy and Volunteers Services for TDCJ
- · Collaborate with other state agencies on programs and services
- All other duties assigned by the Executive Director

Experience:

Director

Rehabilitation Programs Division Huntsville, Texas

2020 to 2024

Duties:

- · Supervise 504 employees
- · Collaborate with all TDCJ divisions
- · Implement Legislative bills
- Serve as the agency's official for EEO
- · Oversee implementation of all TDCJ programs
- Collaborate with other state agencies on programs and services
- · All other duties assigned by the Executive Director

Experience:

Deputy Division Director

Rehabilitation Programs Division Huntsville, Texas

2019 to 2020

Duties:

- · Supervise 520 employees
- Substance Abuse Programs
- Sex Offender Programs (oversight)
- Post-Secondary Education (oversight)
- Chaplaincy / Faith-Based Programs
- · Volunteer Services/Special Populations
- Youth Offender Programs
- · Restrictive Housing Diversion Programs
- Parole Voted Cognitive Intervention Programs

- · Community Liaison for programs
- Capital Equipment Donation Committee Chairperson
- · Interagency Coordination Committee Member
- · Oversee aftercare programs for continuity of care
- · Agency official on employee mediations

Deputy Division Director Administrative Review and Risk Management Huntsville, Texas 2017 to 2019

Duties:

- Supervise 435 employees
- · Work in cooperation with all Divisions in Texas Department of Criminal Justice
- · Supervise operations in the ACA/PREA office
- Oversee agency audits in monitoring and standards (Correctional Institution, Parole, Community Supervision)
- Identify, evaluate, and prioritize risks pertaining to the Texas Department of Criminal Justice
- Coordinate and apply resources to monitor, minimize, control the impact of unfortunate events, and conducted incident review boards
- Create Risk Management plans to avoid threats and mitigate the effects of those events which are essentially unavoidable.
- Work in conjunction with the State Fire Marshal's Office
- Work in conjunction with the State Office of Risk Management
- · Update agency policies
- Represent TDCJ at ACA panels
- · Agency official on employee mediations

Senior Warden II TDCJ-ID Estelle Unit Huntsville, Texas 2016 - 2017

Duties:

- Supervised 128 correctional supervisors and 900 uniform employees, 125 non-uniform employees, and 3500 offenders
- · Assigned to General Population / Medical facility
- Supervised Field Minister Program
- · Conducted TDCJ Core Values Training
- Supervised the operations of the facility general population, expansion cellblock, substance abuse punishment facility, regional medical facility, and geriatric facility.
- · Facility compliance audit (ACA, Internal, Operational Review, Divisional-Level,

Senior Warden II TDCJ ID Stiles Unit Beaumont, Texas 2014-2016

Duties:

- Supervised 100 correctional supervisors and 750 security employees, 150 non-uniform employees
- Supervised offender activities 3000 bed facility

- Managed Kennel program
- · Conducted TDCJ Core Values Training at the Academy
- Managed and supervised the operations of the facility general population, Administrative Segregation, and Pre-Service Academy
- · ACA audits Internal, Operational Review, Division-Level

Senior Warden I TDCJ ID Clemens Unit Brazoria, Texas 2013-2014

Duties:

- · Supervised 60 supervisors, 350 security employees, 100 non-uniform employees
- · Developed and designed leadership and initiative courses for Sergeants Academy
- Conducted TDCJ Core Values Training at the Academy
- · Supervised outside Agriculture Program cotton production, edible crops, cattle
- Supervised the operations of the facility 1200 bed to include 300 bed trusty camp
- Youth Offender Program (COURAGE) ages 14-17
- · Supervised agriculture operations
- · Compliance audits

Senior Warden I TDCJ ID San Saba Unit San Saba, Texas

2012-2013 Duties:

- · Supervised the operations of the facility
- · Supervised 100 staff and 600 offenders
- · Outside garden program and Windham college program
- Supervised the community service program

Assistant Warden TDCJ ID Estelle Unit Huntsville, Texas

2010-2012

Duties:

- Assisted the Senior Warden in supervising the operations of the facility
- · Supervised department staff, 900 correctional officers, and 3500 offenders
- Trained and instructed agency initiatives and facility-based training programs throughout the agency
 - Armory / Key Control
 - Principals of Supervision
 - Back to Basics
 - o Training for Trainers
 - Firearms Instructor
 - o Chemical Agents Instructor
 - o Correctional Awareness Instructor
 - o Carry on Person Chemical Agents Instructor
 - Human Resources Topics for Supervisors

Major of Correctional Officers TDCJ ID Gib Lewis Unit Woodville, Texas 2007-2010

Duties:

- Supervised 100 security employees
- · Supervised count, feeding, chain activities, uses of force, and other tasks as assigned
- · Supervised security staff assigned to outside field operations
- Assigned to supervise Administration Segregation / General Population
- · Supervised the unit based Pre-Service and In-Service academy
- Training Academy Instructor
- · Facility audits

Captain of Correctional Officers TDCJ ID Gib Lewis Unit Woodville, Texas 2004-2007

Duties:

- · Supervised 100 security employees
- · Supervised count, feeding, chain activities, uses of force, and other tasks as assigned
- Assigned to supervise Administration Segregation / General Population
- · Disciplinary Hearing Officer
- Training Academy Instructor
- · Facility audits

Lieutenant of Correctional Officers TDCJ ID Gib Lewis Unit Woodville, Texas 2002-2004 TDCJ ID Polunsky Unit Livingston, Texas

1999-2002

Duties:

- Supervised 100 security employees
- · Supervised count, feeding, chain activities, uses of force, and other tasks as assigned
- Assigned to supervise Administration Segregation / General Population
- · Principle of Supervision Instructor
- Training Academy Instructor

Sergeant of Correctional Officers TDCJ ID Polunsky Unit Livingston, Texas 1998-1999

Duties:

- Supervised 100 security employees
- Supervised count, feeding, chain activities, uses of force, and other tasks as assigned
- · Assigned to supervise Administration Segregation / General Population
- · Training Academy Instructor

Correctional Officer

TDCJ ID Polunsky Unit Livingston, Texas

1996-1998

Duties:

- Assigned to cellblocks, pickets, hallways, utility, chain, control picket, turnout, back gate, and AD-10.20
- · Counted, fed, and showered offenders on a 2000 bed facility

- · Processed incoming and outgoing offenders, from the chain process each day
- · Assigned to forced cell move teams and response teams when needed
- · Transportation Officer

Correctional Officer

TDCJ ID Garza East Unit Beeville, Texas

1995-1996

Duties:

- Assigned to cellblocks, pickets, hallways, utility, chain, control picket, turnout, back gate, and AD-10.20
- Counted, fed, and showered offenders on a 2000 bed facility
- Processed incoming and outgoing offenders, from the chain process each day
- · Assigned to forced cell move teams and response teams when needed

Memberships:

- · American Correctional Association member
- American Correctional Association Board of Governors
- · Texas Criminal Justice Association former Vice President, former President
- Texas Correctional Association Secretary (current)

Training:

- FEMA IS00100
- FEMA IS00300
- FEMA IS00701.A
- FEMA IS00800.B
- FEMA IS00200
- FEMA IS00200.B
- FEMA IS00700
- FEMA IS02200
- · HR Topics for Supervisors
- Disciplinary Hearing Officer
- Cultural Diversity Training
- Chemical Agent Instructor
- · Training for Staff Trainers
- Mid-Management Leadership Training

- Focused Leadership Academy 2010
- Handgun Training Certificate
- Principle of Supervision
- · Chemical Agent Certification
- Firearms Instructor Certification
- TCOLE Jailer Certificate 2003
- Governors Executive Development Program – 2016
- TLP Transformative Leadership Program - 2015
- SHSU High Potential Leadership Academy - 2014
- Auditor / Trainer for the American Correctional Association – 2018 to present

Education:

- Angelina College TCOLE 2003
- Associate Degree Criminal Justice 2009 / Penn Foster College
- Bachelor of Science Degree Criminal Justice 2013 / Ashworth University
- Sam Houston State University Leadership Academy 2014-2015
- University of Texas-Lyndon B. Johnson School of Law (Austin, TX) and Adelaide University (Australia) 2015
- Certified Professional Coach 2025 / University of Houston
- Master of Criminal Justice Administration 2025 / Columbia Southern University



Raeanne Hance
Director of Corrections and Community Organization
God Behind Bars
351 E. Hudgins Street
Grapevine, TX 76501

July 1, 2025

Christopher Carter, Division Director Chaplaincy and Volunteer Services Division Texas Department of Criminal Justice 2 Financial Plaza, Suite 370 Huntsville TX, 77340 (936) 437-2811 christopher.carter@tdcj.texas.gov

To Whom It May Concern:

I am pleased to write this reference letter for Mr. Christopher Carter, with whom I have had the pleasure of working with for the past several years. During this time, I have witnessed his exceptional skills in leadership, decision making, organizational skills and implementation of cutting-edge programs. Mr. Carter is kind and passionate yet commands respect and authority.

I have witnessed firsthand, his high standard of work ethics, Mr. Carter, has implemented innovative programs in the prison system, that have helped to make safer environments behind the razor wire, while helping incarcerated men and women return to society as upstanding citizens. Mr. Carter has built amazing Teams with his leadership that have raised the bar within the Texas Criminal Justice System.

Mr. Christopher Carter consistently demonstrated professionalism and a strong commitment to excellence. He would be an asset to any position he seeks. I know without a benefit of the doubt; Mr. Christopher Carter would take TDCJ to a new level of excellence.

Please feel free to contact me at need further information.

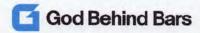
Or

if you

Sincerely,

Raeanne Hance

Global Director/God Behind Bars



Personal Letter of Reference

Christopher Carter

Texas Department of Criminal Justice

June 30, 2025

To Whom It May Concern:

It is with great honor that I provide a personal reference for Mr. Christopher Carter, an extraordinary leader whose career is a testament to loyalty, vision, and transformative impact. I have had the honor of working alongside Chris and calling him my friend since 2009. Chris is, without question, the epitome of executive-level leadership.

For 30 years, Chris has served the Texas Department of Criminal Justice (TDCJ) with steadfast loyalty to those he leads and serves, both staff and the inmate population. Rising from a correctional officer to Assistant Warden, then Senior Warden of multiple maximum-security prisons, and now serving as Division Director of Chaplaincy and Volunteer Services, his journey is built on allegiance, tenacity, and a deep-rooted commitment to public safety and human dignity.

Chris's rise through the TDCJ ranks is the kind of story leadership textbooks are built on. He began as a young correctional officer with boots on the ground, eyes wide open, and through a tireless work ethic, steadfast character, and sheer excellence, he ascended every uniform rank in the agency. As a Senior Warden, he commanded multiple maximum-security facilities, leading from the front and shaping cultures of accountability, respect, and purpose. His leadership was not about titles, it was about trust.

Now, as the Division Director of the Chaplaincy and Volunteer Services Division, Chris leads one of the most influential and human-centered missions in the agency. Under his direction, the division has flourished, expanding life-changing faith-based programs, strengthening volunteer infrastructure, and redefining what it means to serve both staff and the incarcerated population with dignity and compassion. He has been instrumental in advancing TDCJ's mission to not only change lives, but to restore individuals in preparation to return as pro-social, productive members of society.

Chris is more than a leader, he is a sought-after partner and respected national voice. As a consultant and subject matter expert for the American Correctional Association, he is routinely called upon to assist in shaping national correctional standards and best practices. He currently serves as a Board Member of the Texas Correctional Association,

where his voice, vision, and values influence policy and professional development statewide.

But what separates Chris from the good and elevates him into the rarefied air of the great is his ability to lift others. He is a people developer. A morale builder. A talent spotter. In every room he enters, whether it is a boardroom, classroom, chapel, or cellblock, Chris makes those around him better in a lifting spirit. His intuition is unmatched. His leadership instincts are precise. And his moral compass never waivers.

He holds both bachelor's and master's degrees, but his greatest education has come from the front lines, where he earned the loyalty of staff, the respect of peers, and the admiration of countless individuals whose lives are forever better because of his leadership.

On a personal note, Chris i

Again, it is with great honor I provide this personal reference for Mr. Christopher Carter, a true transformational leader and a well-respected friend.

Respectfully and with full endorsement,

Cody Ginsel



Advance. Connect. Achieve.

To Whom It May Concern,

My Name is Robert Green, Executive Director of the American Correctional Association and 40-year corrections professional. Most recently, I served as the Secretary of Public Safety for the Maryland Department of Public Safety and Correctional Services. I am writing to recommend Division Director Christopher Carter for the position of Director of the Texas Department of Criminal Justice (TDCJ).

Since 1995, Mr. Carter has worked for TDCJ in various positions, including the Correctional Officer through Senior Warden, Deputy Director for Administrative Review and Risk Management and Rehabilitation Programs Division and is currently Division Director for Rehabilitation Programs Division. He is a respected leader who has been relied upon within TDCJ. Mr. Carter has demonstrated a steadfast commitment to improving the field of corrections to be more efficient; safer for staff and individuals in custody; and provides treatment and programs to better transition back to the community. I have witnessed his leadership and ability to reach solutions of complex issues through collaboration with other partners to improve TDCJ and the field of corrections.

Mr. Carter has worked on numerous corrections projects with ACA that have impacted the field of Corrections. He served on a Restrictive Housing Committee to develop new expected practices and then conducted training on the new expected practices. He has conducted ACA audits to include the first audit in Dubai. He has served on several ACA committees including Co-Chair for the Adult Corrections Committee, member of the Awards Committee, member of the Professional Development Committee, member of the Substance Use Disorder Committee, and member of the Policy and Resolution Committee. In 2024 he was elected to the ACA Board of Governors. In all these projects he demonstrated his exceptional leadership presence, unwavering dedication and profound understanding of the criminal justice system, and desire to make a difference in the field of Corrections.

In conclusion, Christopher Carter's 30 years of experience with TDCJ and corrections work with ACA and other organizations, makes him an outstanding candidate for the position of Executive Director of the Texas Department of Criminal Justice.

Thank you for considering this recommendation.

Sincerely,

Robert L. Green Executive Director

Executive Committee

www.aca.org

Ricky D. Dixon, President

Denise M. Robinson, Immediate Past President

Bryan Collier, Vice President

Tyrone Oliver, President-Elect

Anthony O. Vann, Treasurer

Marina Cadreche, Board of Governors Representative

Latera Davis, Board of Governors Representative

Robert L. Green, Executive Director

206 N. Washington St., Suite 200 Alexandria, VA 22314

Phone: 703-224-0000 Fax: 703-224-0179



July 1, 2025

To Whom It May Concern,

It is with deep respect and appreciation that I write this letter on behalf of Chris Carter, Director of the Chaplaincy and Volunteer Services Division for the Texas Department of Criminal Justice (TDCJ). I have known Chris through our shared work in the reentry and rehabilitation space, and it is no exaggeration to say that his leadership has helped shape a more redemptive and humane vision of what correctional engagement can be.

Chris brings a combination of humility and clarity of purpose to his role. Whether leading the state's parole and rehabilitation programs or now stewarding the thousands of volunteers and chaplains who serve inside TDCJ facilities, Chris has elevated the dignity of the incarcerated and those who serve them. He has been a vital bridge between the agency and community-based organizations like ours, helping to foster trust and mutual accountability.

I have personally sought Chris out to be a keynote speaker at our graduation ceremonies. He brings a contagious enthusiasm and a genuine love for the men and their families in attendance. He speaks not just from a position of authority but from the heart of someone who believes deeply in redemption and restoration. His words reach across the barriers of the prison system and remind everyone—incarcerated and free—that transformation is possible.

But far beyond the stage, Chris's steady hand has guided me through some of the most difficult circumstances our program has faced inside the prison system. Working within TDCJ—alongside volunteers, contractors, staff, and leadership—inevitably involves moments when tensions rise and perspectives clash. In those moments, Chris has been a voice of calm, wisdom, and fairness. He has helped me navigate conflicts in a way that honors everyone's position, but more importantly, reorients the conversation toward what truly matters: the dignity of all involved.



transforming lives . restoring families . rebuilding communities



Upon my return, I found myself sitting in his office sharing stories and photos with more than a partner at TDCJ – with a friend.

Chris is an exemplary public servant and a man of virtuous character whose presence makes the people and institutions around him better. I am proud to call him a friend, a colleague, and a fellow laborer in this work of restoration.

Please feel free to contact me directly if you would like to hear more about my experience working alongside Chris.

Sincerely,

Chip Skowron

Chief Executive Officer

Prison Entrepreneurship Program

Phone:

Email:



THE STATE OF TEXAS APPLICATION FOR EMPLOYMENT

For State Agency Use Only
Date received
Time received
, , , ,
Received by

PRINT IN BLACK INK OR TYPE. These instructions must be followed exactly. Fill out application form completely. If questions are not applicable, enter "NA." Do not leave questions blank. Be sure to sign when completed. The State of Texas is an Equal Opportunity Employer and does not discriminate on the basis of race, color, national origin, sex, religion, age or disability in employment or the provision of services. You may make copies of this application and enter different position titles, but <u>each copy must be signed</u>. Resumes will not be accepted in lieu of applications, unless specifically stated in the job vacancy notice. This application becomes public record and is subject to disclosure.

With few exceptions, you have the right to request and be informed about information that the State of Texas collects about you. You are entitled to receive and review the information upon request. You also have the right to ask the state agency to correct any information that is determined to be incorrect. (Reference: Government Code, Sections 552.021, 552.023 and 559.004.)

NAME	Ca	rter	Christophe	er G	eorge					
MAILING A	•	ast)	(First)		(Middle)			936	(Daytime Phon 5-437-2811	ie)
E-MAIL ADE	DRESS	(Street) christopher	(City) carter@tdcj.		(State)	(Zip)	(Country)		(Work Phone	, Optional)
List any othe	er names u	sed if different t	from name on t	nis application.	N/A					
List exact t	title of pos	ition or type o	f work and loo	cation for which	ch you wisl	n to	Job Posting N	umber	Closing Date	
EXECUTIV	E DIRECT	FOR					032020		07/12/2025	
apply:		with which y	ou wish to ninal Justi	relationsh		latives w	orking for this a	gency? If	so, list names an	d
Full-Time	Part-Time	Summer [] Temp/Project	☐ Date ava	ilable for wo	ork? ASA	AP Are y	ou at least	17 years of age?	
Are you will	ing to work	hours other tha	n 8-5? Yes 🔳 I	No 🗀	What d	ays are y	ou unable to work	? N/A		
Are you willi	ing to trave	l? Yes 🔳 No		If yes, wha	at percent o	f time?	100%			
Current Driver's License # (if required for position) (State) (Number) Commercial Driver's License Yes No									Yes 🖪 No 🗌	
Geographic	preference	e. (Be specific to	city/area. If no	preference, w	rite "statewi	de.") <u> </u>	Region I			
explain in co	oncise deta	il on a separate	page, giving d	ates and nature	of the offer	nse, name	and location of th	e court, an	If your answe ad disposition of the ation related to conv	case(s). A
EDUCATION	ON (NOTE	Applicants ma	y be required to	provide proof	of diploma,	degree, tr	anscripts, licenses	, certificati	ons, and registratio	ns.)
High School	l Graduate	or GED? Yes]No∏ Ifye	s, name and loo	cation of hig	h school (or GED institute:	WHS, W	oodville TX	

Туре	Name and Location of School		Dates /	ttend	ed	Date	Expected	Sem/Clock	Type of Diploma or Degree	Major/Minor Fields of Study
of School			om Yr.	A CONTRACTOR OF THE PARTY OF TH	Yr.	Graduated	Graduation Date	Hours Completed		
Undergraduate	Penn Foster College - AZ	1	08	11	09	11/09		71	Associate	Criminal Justice
Colleges or Universities	Ashworth College - GA	11	10	7	13	5/14		56	Bachelor	Crim. Just
	Ashworth College - TX	10	01	12	07	N/A	N/A	39	Associate	Business Management
Graduate	Columbia Southern Univ, AL	4	23	6	25	07/25		36	Master's	Crim. Just
Schools	LBJ, Austin - TX	07	15	12	15	12/14/15			TLP	Leadership
	LBJ, Austin - TX	0 9	16	11	16	12/16			GEDP	Governmer
Technical or	Angelina College -TX	12	03	12	03	12/22/2003		40	Tcleose	Gounty Jail
Vocational Schools										388

AN EQUAL OPPORTUNITY EMPLOYER

If a license, certificate, or other authorization is required or related to the position for which you are applying, complete the following: LICENSE/CERTIFICATION Issued by/Location of issuing authority Date Date (P.E., R.N., Attorney, C.P.A., etc.) issued (State or other authority) (City & State) expires License No. N/A Special Training/Skills/Qualifications: List all job-related training or skills you possess and machines or office equipment you can use, such as calculators, printing or graphics equipment, computer equipment, types of software and hardware. (Attach additional page, if necessary.) Certified ACA auditor and trainer; knowledge of TDCJ policies and procedures; ability to testify at legislature hearings; knowledge of computer operations and equipment; commercial driver's license; and certified criminal justice professional counselor (CCJP-A). Approximately how many words per minute do you type? Sign Language (If required for this position) Yes \(\superaction\) No \(\boxed{\omega}\) Are you a certified interpreter? Yes

No Do you speak a language other than English? (If required for this position) Yes

No

No If yes, what language(s) do you speak? How fluently? Fair ☐ Good ☐ Excellent ☐ Do you write in a language other than English? (If required for this position) Yes \(\Boxed{\square}\) No \(\Boxed{\square}\) If yes, which language(s) Have you ever been employed by the State of Texas? Yes ■ No □ Are you currently employed by the State of Texas? Yes
No If you have been previously employed by the State of Texas, list the agency/agencies: NH, Terrell/Polunsky, E2, N2, Clemens, Stiles, ARRM, RPD, CVSD-current FORMER FOSTER YOUTH (Verification may be required.) Were you a foster youth under the Texas Department of Family and Protective Services on the day before your 18th birthday? Yes 🔲 No 🖪 If yes, are you currently 25 years of age or younger? Yes \(\Boxed{\text{No}}\) No \(\boxed{\text{No}}\) MILITARY SERVICE (A copy of a report of separation from the Armed Services may be required.) Are you a veteran? Yes No I If yes, list type of discharge Dates of Service (From/To): Are you a surviving spouse of a veteran who has not remarried? Yes \(\simega\) No \(\overline{\o Are you a surviving orphan of a veteran killed while on active duty? Yes I No If yes, complete dates of service for veteran (From/To): Are you the spouse of a member of the US armed forces or Texas National Guard serving on active duty? Yes 🗌 No 🔳 Are you the spouse and primary source of income for a veteran who has a total disability with a rating of at least 70 percent or on individual unemployability? Yes \(\Bar{\text{\ti}\text{\texi}\text{\text{\text{\text{\text{\text{\text{\texi}\text{\text{\text{\text{\text{\texi}\tex{\text{\text{\texit{\text{\text{\texi}\text{\text{\texi}\tint{\ti PLEASE READ THE FOLLOWING STATEMENTS CAREFULLY AND INDICATE YOUR UNDERSTANDING AND ACCEPTANCE BY SIGNING IN THE SPACE PROVIDED I certify that all the information provided by me in connection with my application, whether on this document or not, is true and complete, and I understand that any misstatement, falsification, or omission of information may be grounds for refusal to hire or, if I understand that as a condition of employment, I will be required to provide legal proof of authorization to work in the U.S. I understand that the State of Texas requires all males who are 18 through 25 and required to register with the Selective Service, to present either proof of registration or exemption from registration upon hire. I understand that some state agencies will check with the Texas Department of Public Safety, the Federal Bureau of Investigation or other organizations, for any criminal history in accordance with applicable statutes. I authorize any of the persons or organizations referenced in this application to give you any and all information concerning my previous employment, education, or any other information they might have, personal or otherwise, with regard to any of the subjects covered by this application, and I release all such parties from all liability from any damages which may result from furnishing such information to you. THIS APPLICATION MUST BE SIGNED SIGN HERE: X

Signature – Applicant

(0923)

Page 2 of 12

EMPLOYMENT HISTORY

This information will be the official record of your employment history and must accurately reflect all significant duties performed. Summaries of experience should clearly describe your qualifications.

- 1. Include ALL employment. Begin with your current or last position and work back to your first. Employment history should include each position held, even those with the same employer.
- 2. EMPLOYER ADDRESSES MUST BE COMPLETE MAILING ADDRESSES, INCLUDING ZIP CODE.
- Answer all questions and completely summarize your experience including technical and managenal responsibilities and any special training, skills and qualifications for each position you have held.

If you need additional space to adequately describe your employment history, you may use this employment history sheet or attach a typed employment history providing the same information in the same format as this application form.

Name	Carter	Christopher	George	as the application forms	
···········	Last	First	Mi	ddle	
	Texas I ss: 2 Finan P: Huntsvi lephone No.: 936-43		. Justice	Immediate Supervisor Name: Bryan Collier Title: Executive Director Supervisor's Telephone No.: 936-437-2101	Full-Time Part-Time Summer Temp/Project Give average #
10 15 2	Yr. Mo. Day Yr.	Current/ Technical Final Salary Non-Manager \$ \$13421.00 mo. Supervisory/M	lanagerial ✓	If supervisory, number of employees you supervised: 177	of hours worked per week if part-time:
Oversee to Criminal Colunteer attending	he operations of lustice. Establish Services depart	strategic plans, go ment. My duties inc d ensuring TDCJ co	d Volunteer S als, and obje lude coordin	the performance of this job: Services for the Texas Dep ectives in both the Chaplair ating with volunteer organi th RLUIPA in providing reli	ncy and zations.
Specific reas	on for leaving: Curre	ntly employed			
06 15	Se: 2 Finar Huntsv 936-43 Expression Leaving Date Yr	Current/ Technical Final Salary Non-manager \$\$13421.00 mo. Supervisory/N	ial 🔲	Immediate Supervisor Name: Bryan Collier Title: Executive Director Supervisor's Telephone No.: 936-437-2101 If supervisory, number of employees you supervised: 504	Full-Time
Oversee to Justice. Experience of also inclusions as Part (EWOP),	the operations of stablished strate reatment, chapla ded working with rison Fellowship and Post-Second	gic plans, goals, an incy, program coord community partner, Prison Entreprene dary education cont	Programs for id objectives dination, and is and provid eurship, and l tractors.	the performance of this job: the Texas Department of in the substance use treat volunteer services depart ers that facilitated faith-ba Empowering Women out o	ment, sex ment. Duties sed programs
Specific reas	on for leaving: Reas	signed to the Chapl	aincy and Vo	olunteer Services Division	

City &		:	()	rexas	i vep ox 95 ville,) 	Justice - KPD		Immediate Supervisor Name: Kene HINOJOSA Title: DIVISION DIRECTOR Supervisor's Telephone No.:	Full-Time	
St	arting Dat	e	Le	aving Da	ite	Current/	Technical	\dashv	936-437-7270	Give average # of hours worked per	
Mo. 05	Day 01	Yr. 19	Mo. 06	Day 14	Yr. 20	Final Salary \$ 98, 684 yr.	Non-managerial Supervisory/Managerial		If supervisory, number of employees you supervised: 500	week if part-time:	
1						•	alifications you have used i		•	e 11	
									n Director in the supervisi le division. I work with mu		
									D, Victim Services, Wind		
Infor	matior	n Ted	chnol	logy, C	OGC	, MAL, H	uman Resources,	, T	raining and Leader Devel	opment,	
ŧ									ation has proven effective		
									programming for clients, e implementation, voluntee		
1									initiatives such as the Str		
1				-		•		_	program, Our Roadway to	•	
									all Substance Abuse and		
									Post-Secondary Education member of the Texas Con		
1				•		_	•				
1					Association. I am also currently assisting the American Correctional Association by serving as a member of the Awards Committee and teaching the Restrictive Housing expected practices.						
l .			/ www.	ius U	mmc	ittee and	teaching the Res	tric	ctive Housing expected pr	ractices.	
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			, wa	ius C(omm	ittee and	teaching the Res	tric	ctive Housing expected pr	ractices.	
Specit	ic reaso						Ū			ractices.	
Positio	n Title:		eaving:	Prom Deput	noted	d to Divisi vision Dir	on Director at the		PD Immediate Supervisor Name:	Full-Time 🛛	
Positio Emplo Mailing	n Title: yer: j Address	n for le	eaving:	Prom Deput	noted	d to Divisi Vision Dire ot. Crim. C	on Director at the		PD Immediate Supervisor Name: KelVIN SCOTT Title:	Full-Time	
Position Emplo Mailing City &	n Title: yer:	n for le	eaving:	Prom Deput Lexas PO BO Hunts	noted Ty Div S Dep Dx 98 Ville,	d to Divisi vision Dir ot. Grim. d	on Director at the ector Justice - AKKIVI		PD Immediate Supervisor Name: KEIVIN SCOTT	Full-Time ☑ Part-Time ☐	
Position Emploi Mailing City & Emplo	n Title: yer: j Address State/ZIP	n for le	eaving:	Prom Deput Lexas	noted y Div s Dep ox 95 Ville, 37-4	d to Divisi vision Dir ot. Grim. d	on Director at the ector JUSTICE - AKKIVI Technical	R	PD Immediate Supervisor Name: KelVIN SCOTT Title: DIVISION DIRECTOR	Full-Time	
Position Emplo Mailing City & Emplo St Mo.	n Title: yer: g Address State/ZIP yer's Tele arting Dat	n for le	No.: Le	Promueput Deput Dexas PU BC HUNTS 930-4 aving Da	noted y Div s Dep OX 95 VIIIe, 37-4 ate Yr.	d to Divisi Vision Dir Ot. Crim. C I X // 34 V39 Current/ Final Salary	On Director at the ector JUSTICE - AKKIVI Technical Non-managerial	R	PD Immediate Supervisor Name: KelVIN SCOTT Title: DIVISION DIFECTOR Supervisor's Telephone No.: 930-437-4839 If supervisory, number of employees you	Full-Time	
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Specific reason for leaving: Reassigned to the Rehabilitation Programs Division

Position Title: VVAITGEN II Employer: I EXAS DEPT. Crim. 3 Mailing Address: Z04 FIVI 34 / 8 City & State/ZIP: HUNTSVIIIE, I X / / 32 Employer's Telephone No.: 930-291-42UU	•	Immediate Supervisor Name: I ONY U'NATE Title: Kegional Director Supervisor's Telephone No.:	Full-Time Part-Time Summer Temp/Project Give average #
Starting Date Leaving Date Current/ Mo. Day Yr. Mo. Day Yr. Final Salary 09 01 16 10 31 17 \$ 7630 mo. Summary of experience including special training/skills/qua	Technical ☐ Non-managerial ☐ Supervisory/Managerial ☑	If supervisory, number of employees you supervised: 1,020	of hours worked per week if part-time:
My duties consist of supervising the operactivities, and managing the facility bas that all assets are accounted for and prealso supervise staff assigned to the Experior Programs. I am tasked to operate the factor Conduct weekly progress, data, and conduct facility inspections on a daily by transportation, ad-seg, ICS, suicide prerounds on cell blocks, dorms, and freewdogs. Participate in various chapel progressional Medical Facility, and a Geriati Development Program (GEDP), sponsor	erations of the facilitied budget program otected through selected through selected through selected through selected through selected through the selected through through the selected through the s	ty, managing staff and officer (FBBP). As the Warden, f-audits and accountability and oversee both Ad-Seg with PREA and ACA stard) meetings with department correctional officer training earches, etc. Conduct unalluct K-9 training quarterly Unit has a Substance Abuated in a 3 month Governor	I must ensure y measures. I Pre-Release ndards. ntal staff. g such as innounced with pack se Program,
	ty Division Director	at the ARRM	
Position Title: Employer: Mailing Address: City & State/ZIP: Employer's Telephone No.: VVAIGEN II I EXAS DEPT. Crim. C 3UDU FIVI 3514 Beaumont, I X / / / C 930-/22-5255		Immediate Supervisor Name: LEONARD ECHESSA Title: KEGIONAI DIRECTOR Supervisor's Telephone No.:	Full-Time
Starting Date Leaving Date Current/ Mo. Day Yr. Mo. Day Yr. Final Salary 67 01 14 08 1 16 \$ 7380 mo. Summary of experience including special training/skills/quare	Technical	If supervisory, number of employees you supervised: 756	Give average # of hours worked per week if part-time:
Maintain custody and control of offende standards. Conduct weekly progress, d staff. Conduct facility inspections on a contransportation, ad-seg, ICS, suicide pre rounds on departments, cell blocks, don K-9 training with pack and scent dogs. I Regional Director as needed. Assisted unit base pre-service academy at the S University (LIT) in-service. In July 2015 Leadership Program conducted by LBJ Adelaide University in Australia.	ers. Operate the fact ata, and communic daily basis. Participate vention, offender se rms, and freeworld be Participate in various other facitilities with tiles Unit. Served as I was selected to p	ility in compliance with PR ation (PDC) meetings with ate in correctional officer to earches, etc. Conduct una hospitals. Conduct quarter is chapel programs. Serve preparing for their PREA is a Core Value instructor a participate in a 6 month Tr	n departmental raining such as innounced rly unit based ed as acting audit. Held a at Lamar ransformative

Specific reason for leaving: Reassigned to the Estelle Unit

Position Title: VVarden I	Immediate Supervisor Name:	Full-Time
Employer: I exas Dept. Crim. Justice - Clemens Mailing Address: 11U34 Hwy 36	Leonard Ecnessa	Part-Time
City & State/ZIP: Brazoria, IX //422	Regional Director	Summer
Employer's Telephone No.: 9/9-/98-2188	Supervisor's Telephone No.:	Give average #
Starting Date Leaving Date Current/ Technical		of nours worked per
Mo. Day Yr. Mo. Day Yr. Final Salary Non-managerial 08 01 13 06 30 14 \$ \$100 mc. Supervisory/Managerial	If supervisory, number of employees you supervised: 339	week if part-time:
Summary of experience including special training/skills/qualifications you have used in		-
	•	الماسين والماسية
As a Senior Warden, I am in charge of supervising the op		
budget, approve Adpics, conduct budget meetings with th	•	
employee disciplinary. I train staff on a daily basis to inclu		
conduct monthly staff meetings and prepare the facility for		_
control of the offender population and participate in comm		•
agricultural operations that include beef cattle, edible and		
canines, swine finishing operation, farm shop, grain storage		•
cotton and hay. Managed the COURAGE program for yo		
on the DRC for 90 days, assisted Regional Directors in co	nducting SIRs, conducted	unit security
reviews as team leader, and participate in training Region	al Core Values. Completed	d a 9 month
High Potential Leadership Academy at Sam Houston Univ	ersity in April 2014 and W	arden's peer
training (NAAWS) in May 2014.		•
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Specific reason for leaving: Promoted to Warden II		
Promoted to Warden II Position Title: Senior vvarden	Immediate Supervisor Name:	Full-Time
Promoted to Warden II Position Title: Senior Warden Employer: I exas Dept. Crim. Justice - San Saba	Eric Guerrero	Part-Time
Promoted to Warden II Position Title: Senior Warden Employer: Lexas Dept. Crim. Justice - San Saba Mailing Address: Zub Wailace Creek Kd City & State/ZIP: San Saba, LX / 08//	Title: Kegional Director	Full-Time
Promoted to Warden II Position Title: Senior vvarden Employer: I exas Dept. Crim. Justice - San Saba Mailing Address: Zub vvailace Creek Kd City & State/ZIP: San Saba, IX /08// Employer's Telephone No.: 320-325-4255	Eric Guerrero Title:	Summer
Promoted to Warden II Position Title: Senior vvarden Employer: I exas Dept. Crim. Justice - San Saba Mailing Address: Zub vvailace Creek Kd City & State/ZIP: San Saba, IX /08// Employer's Telephone No.: 320-325-4255 Starting Date Leaving Date Current/ Technical	Eric Guerrero Title: Kegional Director Supervisor's Telephone No.:	Summer Temp/Project
Promoted to Warden II Position Title: Senior vvarden Employer: I exas Dept. Crim. Justice - San Saba Mailing Address: Zub vvailace Creek Kd City & State/ZIP: San Saba, I X / 08 / / Employer's Telephone No.: 325-325-4255 Starting Date Leaving Date Current/ Technical Mo. Day Yr. Mo. Day Yr. Final Salary Non-managerial	Title: Kegional Director Supervisor's Telephone No.: If supervisory, number of employees you	Summer
Promoted to Warden II Position Title: Senior vvarden Employer: I exas Dept. Crim. Justice - San Saba Mailing Address: Zub vvailace Creek Kd City & State/ZIP: San Saba, I X / 08/ / Employer's Telephone No.: 320-325-4250 Starting Date Leaving Date Current/ Technical Non-managerial Company Non-mana	Title: Kegional Director Supervisor's Telephone No.: If supervisory, number of employees you supervised: 126	Summer Temp/Project
Promoted to Warden II Position Title: Senior vvarden Employer: I exas Dept. Crim. Justice - San Saba Mailing Address: Zub vvaliace Creek Kg City & State/ZIP: San Saba, I X / bo/ / Employer's Telephone No.: 325-325-4250 Starting Date Leaving Date Current/ Final Salary Mo. Day Yr. Mo. Day Yr. Final Salary Non-managerial Summary of experience including special training/skills/qualifications you have used in	EFIC GUEFFERO Title: Kegional Director Supervisor's Telephone No.: If supervisory, number of employees you supervised: 126 the performance of this job:	Summer Temp/Project Give average # of hours worked per week if part-time:
Promoted to Warden II Position Title: Senior vvarden Employer: I exas Dept. Crim. Justice - San Saba Mailing Address: Zub vvailace Creek Kd City & State/ZIP: San Saba, I X / 08/ / Employer's Telephone No.: 325-325-4250 Starting Date Leaving Date Current/ Final Salary Mo. Day Yr. Mo. Day Yr. Final Salary O1 01 1 07 31 13 \$ \$500 mc. Supervisory/Managerial Summary of experience including special training/skills/qualifications you have used in As a Senior Warden, I am in charge of supervising the op	Title: Regional Director Supervisor's Telephone No.: If supervised: 126 the performance of this job: eration of the facility. I ma	Summer Temp/Project Give average # of hours worked per week if part-time:
Promoted to Warden II Position Title: Senior Warden Employer: I exas Dept. Crim. Justice - San Saba Mailing Address: Zub Wallace Creek Kd City & State/ZIP: San Saba, I X / 08 / / Employer's Telephone No.: 3/25-3/25-4/250 Starting Date Leaving Date Current/ Mo. Day Yr. Mo. Day Yr. Final Salary Mon-managerial Supervisory/Managerial Summary of experience including special training/skills/qualifications you have used in As a Senior Warden, I am in charge of supervising the op budget, approve Adpics, conduct budget meetings with the	Title: Kegional Director Supervisor's Telephone No.: If supervisory, number of employees you supervised: 126 the performance of this job: eration of the facility. I made department heads, and of	Summer Temp/Project Sive average # of hours worked per week if part-time: intain the unit conduct
Promoted to Warden II Position Title: Senior vvarden Employer: I exas Dept. Crim. Justice - San Saba Malling Address: Zub vvaliace Creek Rd City & State/ZIP: San Saba, I X /08// Employer's Telephone No.: 320-325-4250 Starting Date Leaving Date Current/ Final Salary Mo. Day Yr. Mo. Day Yr. Final Salary Oil 01 1 07 31 13 \$ \$5500 mc. Supervisory/Managerial Summary of experience including special training/skills/qualifications you have used in As a Senior Warden, I am in charge of supervising the op budget, approve Adpics, conduct budget meetings with the employee disciplinary. I train staff on a daily basis to inclu	Eric Guerrero Title: Regional Director Supervisor's Telephone No.: If supervisory, number of employees you supervised: 126 the performance of this job: eration of the facility. I may e department heads, and de both, security and non-	Summer Temp/Project Sive average # of hours worked per week if part-time: intain the unit conduct security. I
Promoted to Warden II Position Title: Senior vvarden Employer: I exas Dept. Crim. Justice - San Saba Mailing Address: Zub vvaliace Creek Kd City & State/ZIP: San Saba, I X / bo/ / Employer's Telephone No.: 325-325-4250 Starting Date Leaving Date Current/ Final Salary Mo. Day Yr. Mo. Day Yr. Final Salary Non-managerial Summary of experience including special training/skills/qualifications you have used in As a Senior Warden, I am in charge of supervising the op budget, approve Adpics, conduct budget meetings with the employee disciplinary. I train staff on a daily basis to incluce conduct monthly staff meetings and prepare the facility for	Effic Gueffero Title: Regional Director Supervisor's Telephone No.: If supervisory, number of employees you supervised: 126 the performance of this job: eration of the facility. I made department heads, and of de both, security and non-per audits. I also maintain of	Summer Temp/Project Sive average # of hours worked per week if part-time: intain the unit conduct security. I ustody and
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Poetino Titlet ASSISTAIT Warden Leaving Date		
Specific reason for leaving: Promoted to Senior Warden Position Title:	Employer: Mailing Address: City & State/ZIP: Employer's Telephone No.: Starting Date Leaving Date Current/ Mo. Day Yr. Mo. Day Yr. Final Salary O1 10 10 12 31 12 \$4614 mo. Summary of experience including special training/skills/qualification As an assistant warden, I am in charge of subasis. I have experience working in high second segregation and G5 custody. I have experience punishment facility(SAFPF). Served as the amedical facility(RMF). The Estelle Unit is a cassigned. My job was to assist my senior was	Cody Ginsel Title: Senior warden Supervisor's Telephone No.: 930-291-42UU If supervisory, number of employees you supervised: 869 s you have used in the performance of this job: pervising the operation of the institution on a daily urity, supervising the daily operations in administrative noce in the operation of the substance abuse felony assistant warden in general population and the regional omplex operation with over three thousand offenders and in maintaining the order of the institution, the
Promoted to Senior Warden Position Title: Major of Corrections Immediate Supervisor Name: Part-Time Par	Specific reason for lowing:	
Summary of experience including special training/skills/qualifications you have used in the performance of this job: Supervised the overall operations of the institution within agency policies and compliance with American Correctional Association (ACA). Served as duty warden on a rotating basis. Assigned new employees to shift. Served as chairman on unit classification and administrative segregation committee. Graded disciplinary cases on a daily basis. Oversaw the safe prison operation at the unit. Participated in pre-service academy as an instructor. Conduct employee performance evaluation in accordance to PD-52. Investigate employee disciplinary and make appropriate recommendations. Periodically updated the unit building schedule as necessary. Reviewed major use of force tapes and documentation to ensure compliance with policy. Made daily rounds in	Promoted to Senior War Position Title: Major of Corrections Employer: 1 exas Dept. Crim. Justice Mailing Address: PU BOX 9UUU WVOOQVIIIe, 1 X / 39/9 Employer's Telephone No.: 4U9-283-8181 Starting Date Leaving Date Current/ Technica Mo. Day Yr. Mo. Day Yr. Final Salary Non-mail	Immediate Supervisor Name: Full-Time 7 MICNAel HOESIEF Part-Time 1 Title: Summer Temp/Project Supervisor's Telephone No.: 4U9-283-871871 Give average # of hours worked per week if part-time:
Specific reason for leaving: Promoted to Assistant Warden	Summary of experience including special training/skills/qualification Supervised the overall operations of the institute American Correctional Association (ACA). So new employees to shift. Served as chairman committee. Graded disciplinary cases on a cunit. Participated in pre-service academy as evaluation in accordance to PD-52. Investigate recommendations. Periodically updated the use of force tapes and documentation to ensoffender housing areas and all other areas of	tution within agency policies and compliance with erved as duty warden on a rotating basis. Assigned on unit classification and administrative segregation laily basis. Oversaw the safe prison operation at the an instructor. Conduct employee performance at employee disciplinary and make appropriate unit building schedule as necessary. Reviewed major ure compliance with policy. Made daily rounds in the facility. All other duties assigned by supervisors.

Position Title: Captain of Corrections	Immediate Supervisor Name:	Full-Time 🖸
Employer: I exas Dept. Crim. Justice - GID Lew	is Frank Heim	Part-Time
Mailing Address: PU BOX 9UUU City & State/ZIP: vvoodVIIIe, IX / 39/9	Title: Wajor	Summer
Employer's Telephone No.: 409-283-8181	Supervisor's Telephone No.:	Temp/r roject
Starting Date Leaving Date Current/ Technical		Give average # of hours worked per
Mo. Day Yr. Mo. Day Yr. Final Salary Non-managerial	If supervisory, number of employees you	week if part-time:
09 01 06 03 31 07 \$3290 mo Supervisory/Managerial		
Summary of experience including special training/skills/qualifications you have used	in the performance of this job:	
Assisted the major in supervising the overall operation of	of the facility. Served as visit	tation
supervisor once a month on a rotation basis. Investigat		
Conducted employee evaluations. Served as disciplina		
Expansion Cellblock. Ensured all shifts were in compli	ance on policy and procedur	es. All other
duties assigned by the Major.		
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Specific reason for leaving: Promoted to Major		
Promoted to Major	Immediate Supervisor Name	Full-Time 7
Promoted to Major Position Title: LIEUTENANT OF CORRECTIONS Employer: I EXAS DEPT. Crim. JUSTICE - GID LEW	Immediate Supervisor Name: UONIEY IVIOORE	Full-Time
Promoted to Major Position Title: Lieutenant of Corrections Employer: I exas Dept. Crim. Justice - GID Lew Mailing Address: PO BOX 9000	Title:	Part-Time Summer
Promoted to Major Position Title: Lieutenant of Corrections Employer: I exas Dept. Crim. Justice - GID Lew Mailing Address: PU BOX 9UUU VVOOQVIIIE, IX 79979	Title: Captain	Part-Time
Promoted to Major Position Title: Employer: Mailing Address: City & State/ZIP: Employer's Telephone No.: Promoted to Major Lieutenant of Corrections I exas Dept. Crim. Justice - Gib Lew VVOOQVIIIe, IX / 39/9 409-283-8181	Title: Captain Supervisor's Telephone No.:	Part-Time Summer Imp/Project Give average #
Promoted to Major Position Title: LIEUTENANT OF COFFECTIONS Employer: I EXAS DEPT. Crim. JUSTICE - GID LEW Mailing Address: PU BOX 9UUU VVOOQVIIIE, I X / 39/9 Employer's Telephone No.: 4U9-283-8181 Starting Date Leaving Date Current/ Technical	Coniey Moore Title: Captain Supervisor's Telephone No.: 409-283-8181	Part-Time Summer Demp/Project Sive average # of hours worked per
Promoted to Major Position Title: Employer: Mailing Address: City & State/ZIP: Employer's Telephone No.: Starting Date Mo. Day Vr. Supervisory/Managerial Supervisory/Managerial	TIS CONIEY MOORE Title: Captain Supervisor's Telephone No.: 4U9-283-871871 If supervisory, number of employees you supervised: 69	Part-Time Summer Imp/Project Give average #
Promoted to Major Position Title: LIEUTENANT OF COFFECTIONS Employer: I EXAS DEPT. CFIM. JUSTICE - GID LEW Mailing Address: PU BOX 9UUU VVOOQVIIIE, I X / 39/9 Employer's Telephone No.: 4U9-283-8181 Starting Date Leaving Date Current/ Mo. Day Yr. Mo. Day Yr. Final Salary Non-managerial	TIS CONIEY MOORE Title: Captain Supervisor's Telephone No.: 4U9-283-871871 If supervisory, number of employees you supervised: 69	Part-Time Summer Demp/Project Sive average # of hours worked per
Promoted to Major Position Title: Employer:	Title: Captain Supervisor's Telephone No.: 4U9-283-8181 If supervisory, number of employees you supervised: 69 In the performance of this job:	Part-Time Summer Summer Summer Summer Simp/Project Sive average # of hours worked per week if part-time:
Promoted to Major Position Title: LIEUTENANT OF COFFECTIONS Employer: I EXAS DEPT. Crim. JUSTICE - GID LEW Mailing Address: PU BOX 9UUU City & State/ZIP: VVOOQVIIIE, I X / D9 / 9 Employer's Telephone No.: 4U9-283-8181 Starting Date Leaving Date Current/ Technical Mo. Day Yr. Mo. Day Yr. Final Salary Day O1 03 08 31 06 \$2770 m. Supervisory/Managerial Summary of experience including special training/skills/qualifications you have used Supervised 66 officers and 3 sergeants. Supervised op	Coniey Moore Title: Captain Supervisor's Telephone No.: 4U9-283-871871 If supervisory, number of employees you supervised: 69 In the performance of this job: erations of unit according to	Part-Time Summer Temp/Project Give average # of hours worked per week if part-time:
Promoted to Major Position Title: Employer: Mailing Address: City & State/ZIP: Employer's Telephone No.: Starting Date Leaving Date Leaving Date Leaving Date Leaving Date Leaving Date Starting Date Leaving Date Leaving Date Starting Date Starting Date Leaving Date Starting Date Starting Date Starting Date Leaving Date Starting Date Starti	Conley Moore Title: Captain Supervisor's Telephone No.: 4U9-283-8181 If supervisory, number of employees you supervised: 69 In the performance of this job: erations of unit according to nakedowns. Trained employ	Part-Time Summer Temp/Project Sive average # of hours worked per week if part-time: building /ees on policies
Promoted to Major Position Title: Employer:	Conley Moore Title: Captain Supervisor's Telephone No.: 409-283-8181 If supervisory, number of employees you supervised: 69 In the performance of this job: erations of unit according to nakedowns. Trained employaccordance to safe prison places.	Part-Time Summer Temp/Project Give average # of hours worked per week if part-time: building /ees on policies an.
Promoted to Major Position Title: Employer:	Title: Captain Supervisor's Telephone No.: 4U9-283-8181 If supervisory, number of employees you supervised: 69 In the performance of this job: erations of unit according to nakedowns. Trained employ accordance to safe prison pladuled employees for work, a	Part-Time Summer Temp/Project Give average # of hours worked per week if part-time: building /ees on policies an. pproved time
Promoted to Major Position Title: Employer:	Title: Captain Supervisor's Telephone No.: 4U9-283-8181 If supervisory, number of employees you supervised: 69 In the performance of this job: erations of unit according to nakedowns. Trained employ accordance to safe prison pladuled employees for work, a Worked as lieutenant in Ge	Part-Time Summer Temp/Project Give average # of hours worked per week if part-time: building /ees on policies an. pproved time eneral
Promoted to Major Position Title: Employer:	Title: Captain Supervisor's Telephone No.: 4U9-283-8181 If supervisory, number of employees you supervised: 69 In the performance of this job: erations of unit according to nakedowns. Trained employ accordance to safe prison pladuled employees for work, a Worked as lieutenant in Ge	Part-Time Summer Temp/Project Give average # of hours worked per week if part-time: building /ees on policies an. pproved time eneral
Promoted to Major Position Title: Employer: Mailing Address: City & State/ZIP: Employer's Telephone No: Starting Date Mo: Day Yr. Mo: Day Non-managerial Summary of experience including special training/skills/qualifications you have used Supervised 66 officers and 3 sergeants. Supervised op schedule. Took unit count, fed chow, and supervised sl and procedures. Conducted offender investigations in a Investigated employee and offender misconduct. Sched off, and conducted employee performance evaluations. Population and Expansion Cellblock. Used force on offender	Title: Captain Supervisor's Telephone No.: 4U9-283-8181 If supervisory, number of employees you supervised: 69 In the performance of this job: erations of unit according to nakedowns. Trained employ accordance to safe prison pladuled employees for work, a Worked as lieutenant in Ge	Part-Time Summer Temp/Project Give average # of hours worked per week if part-time: building /ees on policies an. pproved time eneral
Promoted to Major Position Title: Employer:	Title: Captain Supervisor's Telephone No.: 4U9-283-8181 If supervisory, number of employees you supervised: 69 In the performance of this job: erations of unit according to nakedowns. Trained employ accordance to safe prison pladuled employees for work, a Worked as lieutenant in Ge	Part-Time Summer Temp/Project Give average # of hours worked per week if part-time: building /ees on policies an. pproved time eneral
Promoted to Major Position Title: Employer: Mailing Address: City & State/ZIP: Employer's Telephone No: Starting Date Mo: Day Yr. Mo: Day Non-managerial Summary of experience including special training/skills/qualifications you have used Supervised 66 officers and 3 sergeants. Supervised op schedule. Took unit count, fed chow, and supervised sl and procedures. Conducted offender investigations in a Investigated employee and offender misconduct. Sched off, and conducted employee performance evaluations. Population and Expansion Cellblock. Used force on offender	Title: Captain Supervisor's Telephone No.: 4U9-283-8181 If supervisory, number of employees you supervised: 69 In the performance of this job: erations of unit according to nakedowns. Trained employ accordance to safe prison pladuled employees for work, a Worked as lieutenant in Ge	Part-Time Summer Temp/Project Give average # of hours worked per week if part-time: building /ees on policies an. pproved time eneral
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Promoted to Major Position Title: Employer: Mailing Address: City & State/ZIP: Employer's Telephone No: Starting Date Mo: Day Yr. Mo: Day Non-managerial Summary of experience including special training/skills/qualifications you have used Supervised 66 officers and 3 sergeants. Supervised op schedule. Took unit count, fed chow, and supervised sl and procedures. Conducted offender investigations in a Investigated employee and offender misconduct. Sched off, and conducted employee performance evaluations. Population and Expansion Cellblock. Used force on offender	Title: Captain Supervisor's Telephone No.: 4U9-283-8181 If supervisory, number of employees you supervised: 69 In the performance of this job: erations of unit according to nakedowns. Trained employ accordance to safe prison pladuled employees for work, a Worked as lieutenant in Ge	Part-Time Summer
Promoted to Major Position Title: Employer: Mailing Address: City & State/ZIP: Employer's Telephone No: Starting Date Mo: Day Yr. Mo: Day Non-managerial Summary of experience including special training/skills/qualifications you have used Supervised 66 officers and 3 sergeants. Supervised op schedule. Took unit count, fed chow, and supervised sl and procedures. Conducted offender investigations in a Investigated employee and offender misconduct. Sched off, and conducted employee performance evaluations. Population and Expansion Cellblock. Used force on offender	Title: Captain Supervisor's Telephone No.: 4U9-283-8181 If supervisory, number of employees you supervised: 69 In the performance of this job: erations of unit according to nakedowns. Trained employ accordance to safe prison pladuled employees for work, a Worked as lieutenant in Ge	Part-Time Summer
Promoted to Major Position Title: Employer: Mailing Address: City & State/ZIP: Employer's Telephone No.: Starting Date Day Yr. Mo. Day Yr. Final Salary Non-managerial Supervised for ficers and 3 sergeants. Supervised op schedule. Took unit count, fed chow, and supervised sland procedures. Conducted offender investigations in a Investigated employee and offender misconduct. Schedoff, and conducted employee performance evaluations. Population and Expansion Cellblock. Used force on offe	Title: Captain Supervisor's Telephone No.: 4U9-283-8181 If supervisory, number of employees you supervised: 69 In the performance of this job: erations of unit according to nakedowns. Trained employ accordance to safe prison pladuled employees for work, a Worked as lieutenant in Ge	Part-Time Summer
Promoted to Major Position Title: Employer: Mailing Address: City & State/ZIP: Employer's Telephone No.: Starting Date Day Yr. Mo. Day Yr. Final Salary Non-managerial Supervised for ficers and 3 sergeants. Supervised op schedule. Took unit count, fed chow, and supervised sland procedures. Conducted offender investigations in a Investigated employee and offender misconduct. Schedoff, and conducted employee performance evaluations. Population and Expansion Cellblock. Used force on offe	Title: Captain Supervisor's Telephone No.: 4U9-283-8181 If supervisory, number of employees you supervised: 69 In the performance of this job: erations of unit according to nakedowns. Trained employ accordance to safe prison pladuled employees for work, a Worked as lieutenant in Ge	Part-Time Summer
Promoted to Major Position Title: Lieutenant of Corrections Employer: 1 exas Dept. Crim. Justice - GID Lew Mailing Address: PU BOX 9UUU City & State/ZIP: WOOQUVIIIE, 1 X / 29/9 Employer's Telephone No.: 4U9-283-8181 Starting Date Leaving Date Current/ Final Salary Non-managerial Mo. Day Yr. Mo. Day Yr. Final Salary Non-managerial Summary of experience including special training/skills/qualifications you have used Supervised 66 officers and 3 sergeants. Supervised op schedule. Took unit count, fed chow, and supervised sland procedures. Conducted offender investigations in a Investigated employee and offender misconduct. Scheen off, and conducted employee performance evaluations. Population and Expansion Cellblock. Used force on offe force plan.	Title: Captain Supervisor's Telephone No.: 4U9-283-8181 If supervisory, number of employees you supervised: 69 In the performance of this job: erations of unit according to nakedowns. Trained employ accordance to safe prison pladuled employees for work, a Worked as lieutenant in Ge	Part-Time Summer
Promoted to Major Position Title: Employer: Mailing Address: City & State/ZIP: Employer's Telephone No: Starting Date Leaving Date Leaving Date Current/ Non-managerial Non-managerial Supervisory/Managerial Supervised 66 officers and 3 sergeants. Supervised opschedule. Took unit count, fed chow, and supervised sland procedures. Conducted offender investigations in a Investigated employee and offender misconduct. Schedoff, and conducted employee performance evaluations. Population and Expansion Cellblock. Used force on offender investigations and procedures. Cellblock. Used force on offender investigations and Expansion Cellblock.	Title: Captain Supervisor's Telephone No.: 4U9-283-8181 If supervisory, number of employees you supervised: 69 In the performance of this job: erations of unit according to nakedowns. Trained employ accordance to safe prison pladuled employees for work, a Worked as lieutenant in Ge	Part-Time Summer

Position Title: Sergeant of Corrections	Immediate Supervisor Name:	Full-Time
Employer: I exas Dept. Crim. Justice - Gid Lewis Mailing Address: PU BOX 9000	KOCKY BUTKS	Part-Time
City & State/ZIP: VVOOQVIIIe. 17 (29/9	Lieutenant	Temp/Project
Employer's Telephone No.: 4U9-283-8181	Supervisor's Telephone No.:	Give average #
Starting Date Leaving Date Current/ Technical	409-283-8181	of hours worked per
Mo. Day Yr. Mo. Day Yr. Final Salary Non-managerial	If supervisory, number of employees you	week if part-time:
12 15 02 01 31 03 \$2678 mo. Supervisory/Managerial 🗹 Summary of experience including special training/skills/qualifications you have used in the	supervised: 39	
	•	
Supervised correctional officers in everyday unit operations		
Trained on policies and procedures during shift turn out an	d conducted hands-on-tra	ining on the
building. Supervised major use of force, administered cher		
Participated in extortion and crime scene investigations and		
worked Expansion Cellblock and General Population as a		,
Trontou Expansion Consider Constant Constant Constant	3upo: 1:001.	
		!
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		1
·		
Specific reason for leaving:		
Promoted to Lieutenant		
Position Title: Correctional Officer	Immediate Supervisor Name:	Full-Time
Promoted to Lieutenant	Immediate Supervisor Name: Maddox Title:	Part-Time
Promoted to Lieutenant Position Title: Correctional Officer Employer: Lexas Dept. Crim. Justice - GID Lewis Mailing Address: PU BOX 9UUU City & State/ZIP: WOOQVIIIe, LX /59/9	Maddox Title: Lieutenant	Part-Time
Promoted to Lieutenant Position Title: Correctional Officer Employer: Lexas Dept. Crim. Justice - GID Lewis Mailing Address: PU BOX 9UUU City & State/ZIP: VVOOQVIIIE, LX /59/9 Employer's Telephone No.: 4U9-283-8181	MIAQQOX Title: LIEUTENANT Supervisor's Telephone No.:	Part-Time
Promoted to Lieutenant Position Title: Correctional Officer Employer: Lexas Dept. Crim. Justice - GID Lewis Mailing Address: PU BOX 9UUU City & State/ZIP: VVOOQVIIIE, LX /59/9 Employer's Telephone No.: 4U9-283-8181 Starting Date Leaving Date Current/ Technical	Maddox Title: LIEUTENANT Supervisor's Telephone No.: 4U9-283-8181	Part-Time Summer Summer Summer Simp/Project Sive average # of hours worked per
Promoted to Lieutenant Position Title: Correctional Officer Employer: Lexas Dept. Crim. Justice - GID Lewis Mailing Address: PU BOX 9UUU City & State/ZIP: VVOOQVIIIE, LX /59/9 Employer's Telephone No.: 4U9-283-8181 Starting Date Leaving Date Current/ Technical Mo. Day Yr. Mo. Day Yr. Final Salary Non-managerial	Maddox Title: LIEUTENANT Supervisor's Telephone No.: 4U9-283-8181 If supervisory, number of employees you	Part-Time Summer IIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIII
Promoted to Lieutenant Position Title: Correctional Officer Employer: Lexas Dept. Crim. Justice - GID Lewis Mailing Address: PU BOX 9UUU VVOOQVIIIE, LX /59/9 Employer's Telephone No.: 4U9-283-8181 Starting Date Leaving Date Current/ Technical Mo. Day Yr. Mo. Day Yr. Final Salary Non-managerial Mo. Day Yr. Mo. Day Yr. Final Salary Supervisory/Managerial	Maddox Title: LIEUTENANT Supervisor's Telephone No.: 4U9-283-8181 If supervisory, number of employees you supervised: N/A	Part-Time Summer Summer Summer Simp/Project Sive average # of hours worked per
Position Title: Correctional Officer Employer: I exas Dept. Crim. Justice - GID Lewis Mailing Address: PU BOX 9UUU City & State/ZIP: VVOOQVIIIe, I X / D9 / 9 Employer's Telephone No.: 4U9-283-8181 Starting Date Leaving Date Current/ Technical Non-managerial Mo. Day Yr. Mo. Day Yr. Final Salary Non-managerial Summary of experience including special training/skills/qualifications you have used in time.	Maddox Title: LIEUTENANT Supervisor's Telephone No.: 4U9-203-0101 If supervisory, number of employees you supervised: N/A he performance of this job:	Part-Time Summer Summer Summer Summer Simp/Project Sive average # of hours worked per week if part-time:
Position Title: Correctional Officer Employer: I exas Dept. Crim. Justice - GID Lewis Mailing Address: PU BOX 9UUU City & State/ZIP: VVOOQVIIIe, I X / D9/ 9 Employer's Telephone No.: 4U9-283-8181 Starting Date Leaving Date Current/ Technical Non-managerial Mo. Day Yr. Mo. Day Yr. Final Salary Non-managerial Mo. Day Yr. Mo. Day Yr. Final Salary Supervisory/Managerial Summary of experience including special training/skills/qualifications you have used in to Maintained custody and control of offenders while working	Interpretation of this job: Interpretation of this job: Interpretation of this job: Interpretation of this job: In high security (close custom of the performance of this job:	Part-Time Summer Demp/Project Sive average # of hours worked per week if part-time:
Promoted to Lieutenant Position Title: Correctional Officer Employer: I exas Dept. Crim. Justice - GID Lewis Mailing Address: PU BOX 9UUU City & State/ZIP: VVOOQVIIIE, I X / 59 / 9 Employer's Telephone No.: 4U9-283-8181 Starting Date Leaving Date Current/ Technical Non-managerial Non-managerial Supervisory/Managerial Mo. Day Yr. Mo. Day Yr. Final Salary Non-managerial Supervisory/Managerial Summary of experience including special training/skills/qualifications you have used in the Maintained custody and control of offenders while working responded to several riots and disturbances. Conducted p	Intle: LIEUTENANT Supervisor's Telephone No.: 4U9-283-8181 If supervisory, number of employees you supervised: N/A the performance of this job: in high security (close custod counts, worked recreated)	Part-Time Summer Temp/Project Give average # of hours worked per week if part-time: stody) and ation, and
Position Title: Employer: I exas Dept. Crim. Justice - GID Lewis Mailing Address: PU BOX 9UUU City & State/ZIP: VVOOQVIIIe, I X / 59/9 Employer's Telephone No.: 4U9-203-8787 Starting Date Leaving Date Current/ Mo. Day Yr. Mo. Day Yr. Final Salary Non-managerial 11 04 02 12 15 02 \$2295 mo. Supervisory/Managerial Summary of experience including special training/skills/qualifications you have used in t Maintained custody and control of offenders while working responded to several riots and disturbances. Conducted p building control pickets. Transported offenders to Skyview	IMAGGOX Title: LIEUTENANT Supervisor's Telephone No.: 4U9-203-0101 If supervisory, number of employees you supervised: N/A he performance of this job: in high security (close custod counts, worked recreated and other locations, such	Part-Time Summer Temp/Project Give average # of hours worked per week if part-time: stody) and ation, and as Hospital
Position Title: Correctional Officer Employer: I exas Dept. Crim. Justice - GID Lewis Mailing Address: PU BOX 9UUU City & State/ZIP: WOOQVIIIe, I X / D9 / 9 Employer's Telephone No.: 4U9-283-8181 Starting Date Leaving Date Current/ Technical Non-managerial Summary of experience including special training/skills/qualifications you have used in to Maintained custody and control of offenders while working responded to several riots and disturbances. Conducted p building control pickets. Transported offenders to Skyview Galveston. Worked building desk and participated in the si	IMAGGOX Title: LIEUTENANT Supervisor's Telephone No.: 4U9-203-0101 If supervisory, number of employees you supervised: N/A he performance of this job: in high security (close custod counts, worked recreated and other locations, such	Part-Time Summer Temp/Project Give average # of hours worked per week if part-time: stody) and ation, and as Hospital
Position Title: Employer: I exas Dept. Crim. Justice - GID Lewis Mailing Address: PU BOX 9UUU City & State/ZIP: VVOOQVIIIe, I X / 59/9 Employer's Telephone No.: 4U9-203-8787 Starting Date Leaving Date Current/ Mo. Day Yr. Mo. Day Yr. Final Salary Non-managerial 11 04 02 12 15 02 \$2295 mo. Supervisory/Managerial Summary of experience including special training/skills/qualifications you have used in t Maintained custody and control of offenders while working responded to several riots and disturbances. Conducted p building control pickets. Transported offenders to Skyview	IMAGGOX Title: LIEUTENANT Supervisor's Telephone No.: 4U9-203-0101 If supervisory, number of employees you supervised: N/A he performance of this job: in high security (close custod counts, worked recreated and other locations, such	Part-Time Summer Temp/Project Give average # of hours worked per week if part-time: stody) and ation, and as Hospital
Position Title: Correctional Officer Employer: I exas Dept. Crim. Justice - GID Lewis Mailing Address: PU BOX 9UUU City & State/ZIP: WOOQVIIIe, I X / D9 / 9 Employer's Telephone No.: 4U9-283-8181 Starting Date Leaving Date Current/ Technical Non-managerial Summary of experience including special training/skills/qualifications you have used in to Maintained custody and control of offenders while working responded to several riots and disturbances. Conducted p building control pickets. Transported offenders to Skyview Galveston. Worked building desk and participated in the si	IMAGGOX Title: LIEUTENANT Supervisor's Telephone No.: 4U9-203-0101 If supervisory, number of employees you supervised: N/A he performance of this job: in high security (close custod counts, worked recreated and other locations, such	Part-Time Summer Temp/Project Give average # of hours worked per week if part-time: stody) and ation, and as Hospital
Position Title: Correctional Officer Employer: I exas Dept. Crim. Justice - GID Lewis Mailing Address: PU BOX 9UUU City & State/ZIP: WOOQVIIIe, I X / D9 / 9 Employer's Telephone No.: 4U9-283-8181 Starting Date Leaving Date Current/ Technical Non-managerial Summary of experience including special training/skills/qualifications you have used in to Maintained custody and control of offenders while working responded to several riots and disturbances. Conducted p building control pickets. Transported offenders to Skyview Galveston. Worked building desk and participated in the si	IMAGGOX Title: LIEUTENANT Supervisor's Telephone No.: 4U9-203-0101 If supervisory, number of employees you supervised: N/A he performance of this job: in high security (close custod counts, worked recreated and other locations, such	Part-Time Summer Temp/Project Give average # of hours worked per week if part-time: stody) and ation, and as Hospital
Position Title: Correctional Officer Employer: I exas Dept. Crim. Justice - GID Lewis Mailing Address: PU BOX 9UUU City & State/ZIP: WOOQVIIIe, I X / D9 / 9 Employer's Telephone No.: 4U9-283-8181 Starting Date Leaving Date Current/ Technical Non-managerial Summary of experience including special training/skills/qualifications you have used in to Maintained custody and control of offenders while working responded to several riots and disturbances. Conducted p building control pickets. Transported offenders to Skyview Galveston. Worked building desk and participated in the si	IMAGGOX Title: LIEUTENANT Supervisor's Telephone No.: 4U9-203-0101 If supervisory, number of employees you supervised: N/A he performance of this job: in high security (close custod counts, worked recreated and other locations, such	Part-Time Summer Temp/Project Give average # of hours worked per week if part-time: stody) and ation, and as Hospital
Position Title: Correctional Officer Employer: I exas Dept. Crim. Justice - GID Lewis Mailing Address: PU BOX 9UUU City & State/ZIP: WOOQVIIIe, I X / D9 / 9 Employer's Telephone No.: 4U9-283-8181 Starting Date Leaving Date Current/ Technical Non-managerial Summary of experience including special training/skills/qualifications you have used in to Maintained custody and control of offenders while working responded to several riots and disturbances. Conducted p building control pickets. Transported offenders to Skyview Galveston. Worked building desk and participated in the si	IMAGGOX Title: LIEUTENANT Supervisor's Telephone No.: 4U9-203-0101 If supervisory, number of employees you supervised: N/A he performance of this job: in high security (close custod counts, worked recreated and other locations, such	Part-Time Summer Temp/Project Give average # of hours worked per week if part-time: stody) and ation, and as Hospital
Position Title: Correctional Officer Employer: I exas Dept. Crim. Justice - GID Lewis Mailing Address: PU BOX 9UUU City & State/ZIP: WOOQVIIIe, I X / D9 / 9 Employer's Telephone No.: 4U9-283-8181 Starting Date Leaving Date Current/ Technical Non-managerial Summary of experience including special training/skills/qualifications you have used in to Maintained custody and control of offenders while working responded to several riots and disturbances. Conducted p building control pickets. Transported offenders to Skyview Galveston. Worked building desk and participated in the si	IMAGGOX Title: LIEUTENANT Supervisor's Telephone No.: 4U9-203-0101 If supervisory, number of employees you supervised: N/A he performance of this job: in high security (close custod counts, worked recreated and other locations, such	Part-Time Summer Temp/Project Give average # of hours worked per week if part-time: stody) and ation, and as Hospital
Position Title: Correctional Officer Employer: I exas Dept. Crim. Justice - GID Lewis Mailing Address: PU BOX 9UUU City & State/ZIP: WOOQVIIIe, I X / D9 / 9 Employer's Telephone No.: 4U9-283-8181 Starting Date Leaving Date Current/ Technical Non-managerial Summary of experience including special training/skills/qualifications you have used in to Maintained custody and control of offenders while working responded to several riots and disturbances. Conducted p building control pickets. Transported offenders to Skyview Galveston. Worked building desk and participated in the si	IMAGGOX Title: LIEUTENANT Supervisor's Telephone No.: 4U9-203-0101 If supervisory, number of employees you supervised: N/A he performance of this job: in high security (close custod counts, worked recreated and other locations, such	Part-Time Summer Temp/Project Give average # of hours worked per week if part-time: stody) and ation, and as Hospital
Position Title: Correctional Officer Employer: I exas Dept. Crim. Justice - GID Lewis Mailing Address: PU BOX 9UUU City & State/ZIP: WOOQVIIIe, I X / D9 / 9 Employer's Telephone No.: 4U9-283-8181 Starting Date Leaving Date Current/ Technical Non-managerial Summary of experience including special training/skills/qualifications you have used in to Maintained custody and control of offenders while working responded to several riots and disturbances. Conducted p building control pickets. Transported offenders to Skyview Galveston. Worked building desk and participated in the si	IMAGGOX Title: LIEUTENANT Supervisor's Telephone No.: 4U9-203-0101 If supervisory, number of employees you supervised: N/A he performance of this job: in high security (close custod counts, worked recreated and other locations, such	Part-Time Summer Temp/Project Give average # of hours worked per week if part-time: stody) and ation, and as Hospital
Position Title: Correctional Officer Employer: I exas Dept. Crim. Justice - GID Lewis Mailing Address: PU BOX 9UUU City & State/ZIP: WOOQVIIIe, I X / D9 / 9 Employer's Telephone No.: 4U9-283-8181 Starting Date Leaving Date Current/ Technical Non-managerial Summary of experience including special training/skills/qualifications you have used in to Maintained custody and control of offenders while working responded to several riots and disturbances. Conducted p building control pickets. Transported offenders to Skyview Galveston. Worked building desk and participated in the si	IMAGGOX Title: LIEUTENANT Supervisor's Telephone No.: 4U9-203-0101 If supervisory, number of employees you supervised: N/A he performance of this job: in high security (close custod counts, worked recreated and other locations, such	Part-Time Summer Temp/Project Give average # of hours worked per week if part-time: stody) and ation, and as Hospital
Position Title: Correctional Officer Employer: I exas Dept. Crim. Justice - GID Lewis Mailing Address: PU BOX 9UUU City & State/ZIP: WOOQVIIIe, I X / D9 / 9 Employer's Telephone No.: 4U9-283-8181 Starting Date Leaving Date Current/ Technical Non-managerial Summary of experience including special training/skills/qualifications you have used in to Maintained custody and control of offenders while working responded to several riots and disturbances. Conducted p building control pickets. Transported offenders to Skyview Galveston. Worked building desk and participated in the si	IMAGGOX Title: LIEUTENANT Supervisor's Telephone No.: 4U9-203-0101 If supervisory, number of employees you supervised: N/A he performance of this job: in high security (close custod counts, worked recreated and other locations, such	Part-Time Summer Temp/Project Give average # of hours worked per week if part-time: stody) and ation, and as Hospital
Position Title: Correctional Officer Employer: I exas Dept. Crim. Justice - GID Lewis Mailing Address: PU BOX 9UUU City & State/ZIP: WOOQVIIIe, I X / D9 / 9 Employer's Telephone No.: 4U9-283-8181 Starting Date Leaving Date Current/ Technical Non-managerial Summary of experience including special training/skills/qualifications you have used in to Maintained custody and control of offenders while working responded to several riots and disturbances. Conducted p building control pickets. Transported offenders to Skyview Galveston. Worked building desk and participated in the si	IMAGGOX Title: LIEUTENANT Supervisor's Telephone No.: 4U9-203-0101 If supervisory, number of employees you supervised: N/A he performance of this job: in high security (close custod counts, worked recreated and other locations, such	Part-Time Summer Temp/Project Give average # of hours worked per week if part-time: stody) and ation, and as Hospital
Position Title: Correctional Officer Employer: I exas Dept. Crim. Justice - GID Lewis Mailing Address: PU BOX 9UUU City & State/ZIP: WOOQVIIIe, I X / D9 / 9 Employer's Telephone No.: 4U9-283-8181 Starting Date Leaving Date Current/ Technical Non-managerial Summary of experience including special training/skills/qualifications you have used in to Maintained custody and control of offenders while working responded to several riots and disturbances. Conducted p building control pickets. Transported offenders to Skyview Galveston. Worked building desk and participated in the si	IMAGGOX Title: LIEUTENANT Supervisor's Telephone No.: 4U9-203-0101 If supervisory, number of employees you supervised: N/A he performance of this job: in high security (close custod counts, worked recreated and other locations, such	Part-Time Summer Temp/Project Give average # of hours worked per week if part-time: stody) and ation, and as Hospital
Position Title: Correctional Officer Employer: I exas Dept. Crim. Justice - GID Lewis Mailing Address: PU BOX 9UUU City & State/ZIP: WOOQVIIIe, I X / D9 / 9 Employer's Telephone No.: 4U9-283-8181 Starting Date Leaving Date Current/ Technical Non-managerial Summary of experience including special training/skills/qualifications you have used in to Maintained custody and control of offenders while working responded to several riots and disturbances. Conducted p building control pickets. Transported offenders to Skyview Galveston. Worked building desk and participated in the si	IMAGGOX Title: LIEUTENANT Supervisor's Telephone No.: 4U9-203-0101 If supervisory, number of employees you supervised: N/A he performance of this job: in high security (close custod counts, worked recreated and other locations, such	Part-Time Summer Temp/Project Give average # of hours worked per week if part-time: stody) and ation, and as Hospital

Position Title: Employer: Mailing Address: City & State/ZIP: Employer's Telephone Starting Date Mo. Day Yr.	264 FIVI 3 Huntsville	pτ. Urim. 4 4/8 1, 1 λ //32	JUSTICE - ESTETIE ZU Technical Non-managerial Supervisory/Managerial	Immediate Supervisor Name: I ONY U NATE Title: REGIONAL DIRECTOR Supervisor's Telephone No.: If supervisory, number of employees you supervised: 1.020	Full-Time
My duties consactivities, and that all assets also supervise Programs. I ar Conduct week Conduct facilit transportation, rounds on cell dogs. Participa Regional Medi	sist of supervise managing the sare accounted staff assigned to operate to staff assigned by progress, day inspections of ad-seg, ICS, so blocks, dorms ate in various of cal Facility, an	ing the optacility base for and protection to the Exerate the fita, and con a daily leuicide protection and freewagel protection and geriated a Geriated	perations of the factories budget programment of the pansion Cell Block acility in compliance of the pansion (PDG pasis. Participate in world hospital. Congrams. The Estelleric Center. Participate in the pansion of t	ility, managing staff and off (FBBP). As the Warden, elf-audits and accountability and oversee both Ad-Segoe with PREA and ACA state) meetings with department correctional officer training searches, etc. Conduct unanduct K-9 training quarterly a Unit has a Substance Abupated in a 3 month Governshool at Austin, Texas.	I must ensure y measures. I Pre-Release ndards. ntal staff. ig such as announced with pack use Program,
Specific reason for	Promote		ity Division Directo		
Position Title: Employer: Mailing Address: City & State/ZIP: Employer's Telephone Starting Date Mo. Day Yr. 07 01 14	SUDU FIVI	рт. Urim. 3514 I, IX ///	Technical [Non-managerial [Title: Kegional Director Supervisor's Telephone No.:	Full-Time Part-Time Summer Summer Sive average # of hours worked per week if part-time:
Maintain custo standards. Co- staff. Conduct transportation, rounds on dep K-9 training wi Regional Direct unit base pre-s University (LIT	dy and control nduct weekly p facility inspect ad-seg, ICS, s artments, cell th pack and so ctor as needed service acaden of in-service. In ogram conduct	of offenderogress, cons on a colocks, do ent dogs. Assisted by at the Sully 2015 ed by LB.	alifications you have used it ers. Operate the fallata, and communi- daily basis. Participate the properties of the prop	in the performance of this job: citity in compliance with Pfrication (PDC) meetings with pate in correctional officer in searches, etc. Conduct unated hospitals. Conduct quarted bus chapel programs. Serveth preparing for their PREA as a Core Value instructor of participate in a 6 month Theol in Austin, Texas in patents.	h departmental training such as announced erly unit based ed as acting audit. Held a at Lamar ransformative

Specific reason for leaving: Reassigned to the Estelle Unit

Position Title: VVarden I Employer: I exas Dept. Crim. Justice -	Liemens	Immediate Supervisor Name: Leonard Ecnessa	Full-Time
Mailing Address: 11034 HWy 36		Title:	Summer
City & State/ZIP: Brazoria, IX / / 422 Employer's Telephone No.: 9/9-/98-2188	l	Regional Director Supervisor's Telephone No.:	Temp/Project
Starting Date Leaving Date Current/ Technical			Give average #
Mo. Day Yr. Mo. Day Yr. Final Salary Non-manager		If supervisory, number of employees you	of hours worked per week if part-time:
		supervised: 339	
Summary of experience including special training/skills/qualifications yo	u nave used in th	ne performance of this job:	
As a Senior Warden, I am in charge of supervisi			
budget, approve Adpics, conduct budget meeting			
employee disciplinary. I train staff on a daily ba			,
conduct monthly staff meetings and prepare the	-		•
control of the offender population and participate		- , ,	•
agricultural operations that include beef cattle, e			• • •
canines, swine finishing operation, farm shop, g	_	*	•
cotton and hay. Managed the COURAGE progr			
on the DRC for 90 days, assisted Regional Dire			
reviews as team leader, and participate in training		•	
High Potential Leadership Academy at Sam Ho	uston Unive	ersity in April 2014 and wa	arden's peer
training (NAAWS) in May 2014.			
Specific reason for leaving: Promoted to Warden II			
Position Title: Senior vvarden		Immediate Supervisor Name:	Full-Time
Employer: I exas Dept. Grim. Justice - Mailing Address: 200 VVallace Greek Rd	San Saba	Eric Guerrero Title:	Part-Time Summer
City & State/ZIP: San Sapa, IX (00//		Regional Director	Temp/Project
Employer's Telephone No.: 3∠3-3∠3-4∠35		Supervisor's Telephone No.:	Give average #
Starting Date Leaving Date Current/ Technical Mo. Day Yr. Mo. Day Yr. Final Salary Non-manage	rial 🔲	If supervisory, number of employees you	of hours worked per week if part-time:
01 01 1 07 31 13 \$ 5500 mo. Supervisory/	Managerial 🗹	supervised: 126	· · · · · · · · · · · · · · · · · · ·
Summary of experience including special training/skills/qualifications you			
As a Senior Warden, I am in charge of supervis	ing the oper	ration of the facility. I mai	ntain the unit
budget, approve Adpics, conduct budget meeting			
employee disciplinary. I train staff on a daily bas	sis to include	e both, security and non-s	ecurity l
conduct monthly staff meetings and prepare the	e facility for	audits. I also maintain cu	ustody and
conduct monthly staff meetings and prepare the control of the offender population and participate	e facility for	audits. I also maintain cu	ustody and
conduct monthly staff meetings and prepare the	e facility for	audits. I also maintain cu	ustody and
conduct monthly staff meetings and prepare the control of the offender population and participate	e facility for	audits. I also maintain cu	ustody and
conduct monthly staff meetings and prepare the control of the offender population and participate	e facility for	audits. I also maintain cu	ustody and
conduct monthly staff meetings and prepare the control of the offender population and participate	e facility for	audits. I also maintain cu	ustody and
conduct monthly staff meetings and prepare the control of the offender population and participate	e facility for	audits. I also maintain cu	ustody and
conduct monthly staff meetings and prepare the control of the offender population and participate	e facility for	audits. I also maintain cu	ustody and
conduct monthly staff meetings and prepare the control of the offender population and participate	e facility for	audits. I also maintain cu	ustody and
conduct monthly staff meetings and prepare the control of the offender population and participate	e facility for	audits. I also maintain cu	ustody and
conduct monthly staff meetings and prepare the control of the offender population and participate	e facility for	audits. I also maintain cu	ustody and

Position Title: ASSISTANT VVARGEN Employer: I exas Dept. Crim. Justice - Estelle Mailing Address: ZO4 FIVI 34 / 8 City & State/ZIP: Huntsville, I X / / 3 ZU Employer's Telephone No.: 930-Z91-4ZUU Starting Date Leaving Date Current/ Final Salary Mo. Day Yr. Mo. Day Yr. Final Salary oi 10 10 10 12 31 12 \$4614 mo. Supervisory/Managerial Summary of experience including special training/skills/qualifications you have used in As an assistant warden, I am in charge of supervising the basis. I have experience working in high security, supervis segregation and G5 custody. I have experience in the open punishment facility(SAFPF). Served as the assistant ward medical facility(RMF). The Estelle Unit is a complex operation assigned. My job was to assist my senior warden in maintain	operation of the institution sing the daily operations in eration of the substance at len in general population attion with over three thous	n administrative buse felony and the regional and offenders
custody and control of the offender population, and the de		
Specific reason for leaving: Promoted to Senior Warden		
Position Title: Major of Corrections Employer: I exas Dept. Crim. Justice - Gib Lewis Mailing Address: PU BOX 9UUU City & State/ZIP: VVOOQVIIIe, IX / 39/9 Employer's Telephone No.: 4U9-283-8181 Starting Date Leaving Date Current/ Mo. Day Yr. Mo. Day Yr. Final Salary Mo. Day Vr. Mo. Day Yr. Sophymanagerial Mo. Day Vr. Mo. Day Vr. Sophymanagerial Mo. Day Vr. Mo. Day Vr. Sophymanagerial Mo. Day Vr. Sophymanagerial Mo. Day Vr. Mo. Day Vr. Sophymanagerial Mo. Day Vr. Sophymanagerial Mo. Day Vr. Mo. Day Vr. Mo. Day Vr. Sophymanagerial	Immediate Supervisor Name: IMICNAEI KOESIET Title: ASSISTANT VVATGEN Supervisor's Telephone No.: 409-283-8181 If supervisory, number of employees you supervised: 465	Full-Time
Summary of experience including special training/skills/qualifications you have used in		
Supervised the overall operations of the institution within a American Correctional Association (ACA). Served as duty	•	
new employees to shift. Served as chairman on unit class committee. Graded disciplinary cases on a daily basis. O unit. Participated in pre-service academy as an instructor evaluation in accordance to PD-52. Investigate employee recommendations. Periodically updated the unit building suse of force tapes and documentation to ensure compliant offender housing areas and all other areas of the facility.	warden on a rotating bas ification and administrative versaw the safe prison op Conduct employee performance and make apposchedule as necessary. Rewith policy. Made daily	is. Assigned e segregation eration at the rmance propriate eviewed major rounds in
new employees to shift. Served as chairman on unit class committee. Graded disciplinary cases on a daily basis. O unit. Participated in pre-service academy as an instructor evaluation in accordance to PD-52. Investigate employee recommendations. Periodically updated the unit building suse of force tapes and documentation to ensure compliance.	warden on a rotating bas ification and administrative versaw the safe prison op Conduct employee performance and make apposchedule as necessary. Rewith policy. Made daily	is. Assigned e segregation eration at the rmance propriate eviewed major rounds in

Position Title:	Japtain of Correction	ons	Immediate Supervisor Name:	Full-Time
	ı exas Dept. Crim. J	USTICE - GID LEWIS	Frank Heim	Full-Time Part-Time
	O BOX ANON		Title: Major	Summer
	Woodville, IX /59/	9	Supervisor's Telephone No.:	Temp/Project
	1 U9-283-8181		409-283-8181	Give average #
	eving Date Current/	Technical		of hours worked per
Mo. Day Yr. Mo.	Day Yr. Final Salary 31 07 \$ 3290 mg	Non-managerial Supervisory/Managerial	If supervisory, number of employees you	week if part-time:
09 01 06 03 Summary of experience includ			supervised: 185	
Summary of expenence include	nig special training/skiis/qua	inications you have used in t	he periormance of this job.	
Assisted the major in	n supervising the ov	verall operation of the	ne facility. Served as visit	ation
-		•		
•			employee and offender m	
Conducted employee	e evaluations. Serv	∕ed as disciplinary l	hearing officer in General	Population and
Expansion Cellblock	Ensured all shifts	s were in compliand	ce on policy and procedure	es. All other
duties assigned by the		•	1 . 3	
dation accigning by th	no major.			
Specific reason for leaving:	December of the Maine			
	Promoted to Major			
Position Title: L	Lieutenant of Correc	ctions	Immediate Supervisor Name:	Full-Time 🖸
Position Title: L Employer: I	Lieutenant of Corrections of Correct	ctions	Conley Woore	Full-Time 🖸 Part-Time
Position Title: L Employer: I Mailing Address: H	Lieutenant of Correct Lexas Dept. Crim. J 20 Box 9000	CTIONS JUSTICE - GID LEWIS	Conley Moore Title:	Full-Time
Position Title: Employer: Mailing Address: City & State/ZIP:	LIEUTENANT OF CORRE LEXAS DEPT. CRIM. J PO BOX 9000 WOOGVIIIE, LX 7597	CTIONS JUSTICE - GID LEWIS	Coniey Moore Title: Captain	Part-Time
Position Title: Employer: Mailing Address: City & State/ZIP: Employer's Telephone No.:	Lieutenant of Corrections of Correct	ctions Justice - GID Lewis 9	Conley Moore Title:	Give average #
Position Title: Employer: Mailing Address: City & State/ZIP: Employer's Telephone No.: Starting Date Lea	LIEUTENANT OF COFFEE LEXAS DEPT. CIIM. J LO BOX 9UUU VOOGVIIIE, LX /59/ 4U9-283-8181 aving Date Current/	CTIONS USTICE - GID LEWIS Technical	Conley Moore Title: Captain Supervisor's Telephone No.: 409-283-8181	Give average # of hours worked per
Position Title: L Employer: Mailing Address: F City & State/ZIP: V Employer's Telephone No.: Z Starting Date Lea Mo. Day Yr. Mo.	LIEUTENANT OF COFFEE I EXAS DEPT. CIIM. J YOOGVIIIE, IX /59/ HU9-283-8181 aving Date Current/ Day Yr. Final Salary	CTIONS USTICE - GID LEWIS Technical Non-managerial	Title: Captain Supervisor's Telephone No.: 4U9-203-8181 If supervisory, number of employees you	Give average #
Position Title: Employer: Mailing Address: City & State/ZIP: Employer's Telephone No.: Starting Date Lea Mo. Day Yr. Mo. 02 01 03 08	LIEUTENANT OF COFFEE LEXAS DEPT. CITM. J LO BOX 9UUU VOODVIIIE, LX /59/ 4U9-283-8181 aving Date	Technical Non-managerial Supervisory/Managerial	Title: Captain Supervisor's Telephone No.: 409-203-8181 If supervisory, number of employees you supervised: 69	Give average # of hours worked per
Position Title: Employer: Mailing Address: City & State/ZIP: Employer's Telephone No.: Starting Date Lea Mo. Day Yr. Mo. 02 01 03 08 Summary of experience include	IEUTENANT OF COFFEE I EXAS DEPT. Crim. J YOOGVIIIE, IX / 59 / 4U9-283-8181 aving Date Current/	Technical Non-managerial Supervisory/Managerial Ilifications you have used in the supervisory of the supervi	Title: Captain Supervisor's Telephone No.: 4U9-203-0181 If supervisory, number of employees you supervised: 69 he performance of this job:	Give average # of hours worked per week if part-time:
Position Title: Employer: Mailing Address: City & State/ZIP: Employer's Telephone No.: Starting Date Lea Mo. Day Yr. Mo. 02 01 03 08 Summary of experience include	IEUTENANT OF COFFEE I EXAS DEPT. Crim. J YOOGVIIIE, IX / 59 / 4U9-283-8181 aving Date Current/	Technical Non-managerial Supervisory/Managerial Ilifications you have used in the supervisory of the supervi	Title: Captain Supervisor's Telephone No.: 409-203-8181 If supervisory, number of employees you supervised: 69	Give average # of hours worked per week if part-time:
Position Title: Employer: Mailing Address: City & State/ZIP: Employer's Telephone No.: Starting Date Mo. Day Yr. Mo. Day Ot Summary of experience includ Supervised 66 office	LIEUTENANT OF COFFED LEXAS DEPT. Crim. JOUNG JOU	Technical Supervisory/Managerial Supervisory but liftications you have used in the Supervised operations.	Title: Captain Supervisor's Telephone No.: 4U9-203-0101 If supervisory, number of employees you supervised: 69 the performance of this job: ations of unit according to	Give average # of hours worked per week if part-time:
Position Title: Employer: Mailing Address: City & State/ZIP: Employer's Telephone No.: Starting Date Lea Mo. Day Yr. Mo. 02 01 03 08 Summary of experience includ Supervised 66 office schedule. Took unit	LIEUTENANT OF COFFEE LEXAS DEPT. Crim. J LO BOX 9UUU LYOOGVIIIE, LX /59/ HU9-283-8181 aving Date	Technical Deprivations you have used in the Supervised operand supervised shall	Title: Captain Supervisor's Telephone No.: 409-203-0181 If supervisory, number of employees you supervised: 69 the performance of this job: ations of unit according to sedowns. Trained employees	Give average # of hours worked per week if part-time: building ees on policies
Position Title: Employer: Mailing Address: City & State/ZIP: Employer's Telephone No.: Starting Date Lea Mo. Day Yr. Mo. 02 01 03 08 Summary of experience includ Supervised 66 office schedule. Took unit and procedures. Co	LIEUTENANT OF COFFEE LEXAS DEPT. Crim. J. LEXAS DEPT. Crim. J. LEXAS DEPT. Crim. J. LEXAS DEPT. Crim. J. LEXAS DEPT. Current/ Day Yr. Final Salary LEXAS DEPT. STORM. LEXAS DEPT.	Technical Non-managerial Supervisory/Managerial Supervised opera	Title: Captain Supervisor's Telephone No.: 4U9-203-0181 If supervisory, number of employees you supervised: 69 the performance of this job: ations of unit according to cedowns. Trained employerdance to safe prison pla	Give average # of hours worked per week if part-time: building ees on policies in.
Position Title: Employer: Mailing Address: City & State/ZIP: Employer's Telephone No.: Starting Date Mo. Day Yr. Mo. 02 01 03 08 Summary of experience includ Supervised 66 office schedule. Took unit and procedures. Co Investigated employe	LIEUTENANT OF COFFEE LEXAS DEPT. Crim. J. LEXAS DEPT. Current/ Pay Yr. Final Salary LEXAS SETTO INC. LEXAS SETTO INC.	Technical Non-managerial Supervisory/Managerial Supervised operand supervised shallowestigations in accessconduct. Schedul	Title: Captain Supervisor's Telephone No.: 4U9-203-0181 If supervisory, number of employees you supervised: 69 the performance of this job: ations of unit according to sedowns. Trained employed ordance to safe prison placed employees for work, appears to the sedowns of the sedowns.	Give average # of hours worked per week if part-time: building ees on policies in. pproved time
Position Title: Employer: Mailing Address: City & State/ZIP: Employer's Telephone No.: Starting Date Mo. Day Yr. Mo. 02 01 03 08 Summary of experience includ Supervised 66 office schedule. Took unit and procedures. Co Investigated employe	LIEUTENANT OF COFFEE LEXAS DEPT. Crim. J. LEXAS DEPT. Current/ Pay Yr. Final Salary LEXAS SETTO INC. LEXAS SETTO INC.	Technical Non-managerial Supervisory/Managerial Supervised operand supervised shallowestigations in accessconduct. Schedul	Title: Captain Supervisor's Telephone No.: 4U9-203-0181 If supervisory, number of employees you supervised: 69 the performance of this job: ations of unit according to sedowns. Trained employed ordance to safe prison placed employees for work, appears to the sedowns of the sedowns.	Give average # of hours worked per week if part-time: building ees on policies in. pproved time
Position Title: Employer: Mailing Address: City & State/ZIP: Employer's Telephone No.: Starting Date Lea Mo. Day Yr. Mo. 02 01 03 08 Summary of experience includ Supervised 66 office schedule. Took unit and procedures. Co Investigated employe off, and conducted e	LIEUTENANT OF COFFEE LEXAS DEPT. Crim. J. LEXAS DEPT. Crim. J. LEXAS DEPT. Crim. J. LEXAS DEPT. Crim. J. LEXAS DEPT. Current/ Final Salary LEXAS DEPT. STORM. L	Technical Non-managerial Ulfications you have used in the supervised operated supervised shall neestigations in accessconduct. Schedulance evaluations. Westigations.	Title: Captain Supervisor's Telephone No.: 409-203-0181 If supervisory, number of employees you supervised: 69 the performance of this job: ations of unit according to dedowns. Trained employed employees for work, approved as lieutenant in Ger	Give average # of hours worked per week if part-time: building ees on policies in. pproved time neral
Position Title: Employer: Mailing Address: City & State/ZIP: Employer's Telephone No.: Starting Date Mo. Day Yr. Mo.	LIEUTENANT OF COFFEE LEXAS DEPT. Crim. J. LEXAS DEPT. Crim. J. LEXAS DEPT. Crim. J. LEXAS DEPT. Crim. J. LEXAS DEPT. Current/ Final Salary LEXAS DEPT. STORM. L	Technical Non-managerial Ulfications you have used in the supervised operated supervised shall neestigations in accessconduct. Schedulance evaluations. Westigations.	Title: Captain Supervisor's Telephone No.: 4U9-203-0181 If supervisory, number of employees you supervised: 69 the performance of this job: ations of unit according to sedowns. Trained employed ordance to safe prison placed employees for work, appears to the sedowns of the sedowns.	Give average # of hours worked per week if part-time: building ees on policies in. pproved time neral
Position Title: Employer: Mailing Address: City & State/ZIP: Employer's Telephone No.: Starting Date Lea Mo. Day Yr. Mo. 02 01 03 08 Summary of experience includ Supervised 66 office schedule. Took unit and procedures. Co Investigated employe off, and conducted e	LIEUTENANT OF COFFEE LEXAS DEPT. Crim. J. LEXAS DEPT. Crim. J. LEXAS DEPT. Crim. J. LEXAS DEPT. Crim. J. LEXAS DEPT. Current/ Final Salary LEXAS DEPT. STORM. L	Technical Non-managerial Ulfications you have used in the supervised operated supervised shall neestigations in accessconduct. Schedulance evaluations. Westigations.	Title: Captain Supervisor's Telephone No.: 409-203-0181 If supervisory, number of employees you supervised: 69 the performance of this job: ations of unit according to dedowns. Trained employed employees for work, approved as lieutenant in Ger	Give average # of hours worked per week if part-time: building ees on policies in. pproved time neral
Position Title: Employer: Mailing Address: City & State/ZIP: Employer's Telephone No.: Starting Date Mo. Day Yr. Mo.	LIEUTENANT OF COFFEE LEXAS DEPT. Crim. J. LEXAS DEPT. Crim. J. LEXAS DEPT. Crim. J. LEXAS DEPT. Crim. J. LEXAS DEPT. Current/ Final Salary LEXAS DEPT. STORM. L	Technical Non-managerial Supervisory/Managerial Supervised operand supervised shake avestigations in accessconduct. Schedulace evaluations. W	Title: Captain Supervisor's Telephone No.: 409-203-0181 If supervisory, number of employees you supervised: 69 the performance of this job: ations of unit according to dedowns. Trained employed employees for work, approved as lieutenant in Ger	Give average # of hours worked per week if part-time: building ees on policies in. pproved time neral
Position Title: Employer: Mailing Address: City & State/ZIP: Employer's Telephone No.: Starting Date Mo. Day Yr. Mo.	LIEUTENANT OF COFFEE LEXAS DEPT. Crim. J. LEVAS DEPT. Crim. J. LEVAS JUDU LEVOOGVIIIE, IX / 59 / LEVOOGVIIIIE, IX / 59 / LEVOOGVIIIE, IX / 59 / LEVOOGVIIIE, IX / 59 /	Technical Non-managerial Supervisory/Managerial Supervised operand supervised shake avestigations in accessconduct. Schedulace evaluations. W	Title: Captain Supervisor's Telephone No.: 409-203-0181 If supervisory, number of employees you supervised: 69 the performance of this job: ations of unit according to dedowns. Trained employed employees for work, approved as lieutenant in Ger	Give average # of hours worked per week if part-time: building ees on policies in. pproved time neral
Position Title: Employer: Mailing Address: City & State/ZIP: Employer's Telephone No.: Starting Date Mo. Day Yr. Mo.	LIEUTENANT OF COFFEE LEXAS DEPT. Crim. J. LEVAS DEPT. Crim. J. LEVAS JUDU LEVOOGVIIIE, IX / 59 / LEVOOGVIIIIE, IX / 59 / LEVOOGVIIIE, IX / 59 / LEVOOGVIIIE, IX / 59 /	Technical Non-managerial Supervisory/Managerial Supervised operand supervised shake avestigations in accessconduct. Schedulace evaluations. W	Title: Captain Supervisor's Telephone No.: 409-203-0181 If supervisory, number of employees you supervised: 69 the performance of this job: ations of unit according to dedowns. Trained employed employees for work, approved as lieutenant in Ger	Give average # of hours worked per week if part-time: building ees on policies in. pproved time neral
Position Title: Employer: Mailing Address: City & State/ZIP: Employer's Telephone No.: Starting Date Mo. Day Yr. Mo.	LIEUTENANT OF COFFEE LEXAS DEPT. Crim. J. LEVAS DEPT. Crim. J. LEVAS JUDU LEVOOGVIIIE, IX / 59 / LEVOOGVIIIIE, IX / 59 / LEVOOGVIIIE, IX / 59 / LEVOOGVIIIE, IX / 59 /	Technical Non-managerial Supervisory/Managerial Supervised operand supervised shake avestigations in accessconduct. Schedulace evaluations. W	Title: Captain Supervisor's Telephone No.: 409-203-0181 If supervisory, number of employees you supervised: 69 the performance of this job: ations of unit according to dedowns. Trained employed employees for work, approved as lieutenant in Ger	Give average # of hours worked per week if part-time: building ees on policies in. pproved time neral
Position Title: Employer: Mailing Address: City & State/ZIP: Employer's Telephone No.: Starting Date Mo. Day Yr. Mo.	LIEUTENANT OF COFFEE LEXAS DEPT. Crim. J. LEVAS DEPT. Crim. J. LEVAS JUDU LEVOOGVIIIE, IX / 59 / LEVOOGVIIIIE, IX / 59 / LEVOOGVIIIE, IX / 59 / LEVOOGVIIIE, IX / 59 /	Technical Non-managerial Supervisory/Managerial Supervised operand supervised shake avestigations in accessconduct. Schedulace evaluations. W	Title: Captain Supervisor's Telephone No.: 409-203-0181 If supervisory, number of employees you supervised: 69 the performance of this job: ations of unit according to dedowns. Trained employed employees for work, approved as lieutenant in Ger	Give average # of hours worked per week if part-time: building ees on policies in. pproved time neral
Position Title: Employer: Mailing Address: City & State/ZIP: Employer's Telephone No.: Starting Date Mo. Day Yr. Mo.	LIEUTENANT OF COFFEE LEXAS DEPT. Crim. J. LEVAS DEPT. Crim. J. LEVAS JUDU LEVOOGVIIIE, IX / 59 / LEVOOGVIIIIE, IX / 59 / LEVOOGVIIIE, IX / 59 / LEVOOGVIIIE, IX / 59 /	Technical Non-managerial Supervisory/Managerial Supervised operand supervised shake avestigations in accessconduct. Schedulace evaluations. W	Title: Captain Supervisor's Telephone No.: 409-203-0181 If supervisory, number of employees you supervised: 69 the performance of this job: ations of unit according to dedowns. Trained employed employees for work, approved as lieutenant in Ger	Give average # of hours worked per week if part-time: building ees on policies in. pproved time neral
Position Title: Employer: Mailing Address: City & State/ZIP: Employer's Telephone No.: Starting Date Mo. Day Yr. Mo.	LIEUTENANT OF COFFEE LEXAS DEPT. Crim. J. LEVAS DEPT. Crim. J. LEVAS JUDU LEVOOGVIIIE, IX / 59 / LEVOOGVIIIIE, IX / 59 / LEVOOGVIIIE, IX / 59 / LEVOOGVIIIE, IX / 59 /	Technical Non-managerial Supervisory/Managerial Supervised operand supervised shake avestigations in accessconduct. Schedulace evaluations. W	Title: Captain Supervisor's Telephone No.: 409-203-0181 If supervisory, number of employees you supervised: 69 the performance of this job: ations of unit according to dedowns. Trained employed employees for work, approved as lieutenant in Ger	Give average # of hours worked per week if part-time: building ees on policies in. pproved time neral
Position Title: Employer: Mailing Address: City & State/ZIP: Employer's Telephone No.: Starting Date Mo. Day Yr. Mo.	LIEUTENANT OF COFFEE LEXAS DEPT. Crim. J. LEVAS DEPT. Crim. J. LEVAS JUDU LEVOOGVIIIE, IX / 59 / LEVOOGVIIIIE, IX / 59 / LEVOOGVIIIE, IX / 59 / LEVOOGVIIIE, IX / 59 /	Technical Non-managerial Supervisory/Managerial Supervised operand supervised shake avestigations in accessconduct. Schedulace evaluations. W	Title: Captain Supervisor's Telephone No.: 409-203-0181 If supervisory, number of employees you supervised: 69 the performance of this job: ations of unit according to dedowns. Trained employed employees for work, approved as lieutenant in Ger	Give average # of hours worked per week if part-time: building ees on policies in. pproved time neral
Position Title: Employer: Mailing Address: City & State/ZIP: Employer's Telephone No.: Starting Date Mo. Day Yr. Mo.	LIEUTENANT OF COFFEE LEXAS DEPT. Crim. J. LEVAS DEPT. Crim. J. LEVAS JUDU LEVOOGVIIIE, IX / 59 / LEVOOGVIIIIE, IX / 59 / LEVOOGVIIIE, IX / 59 / LEVOOGVIIIE, IX / 59 /	Technical Non-managerial Supervisory/Managerial Supervised operand supervised shake avestigations in accessconduct. Schedulace evaluations. W	Title: Captain Supervisor's Telephone No.: 409-203-0181 If supervisory, number of employees you supervised: 69 the performance of this job: ations of unit according to dedowns. Trained employed employees for work, approved as lieutenant in Ger	Give average # of hours worked per week if part-time: building ees on policies in. pproved time neral
Position Title: Employer: Mailing Address: City & State/ZIP: Employer's Telephone No.: Starting Date Mo. Day Yr. Mo.	LIEUTENANT OF COFFEE LEXAS DEPT. UTIM. JOURNAL POLICY CONTROL OF THE PROPERTY	Technical Non-managerial Supervisory/Managerial Supervised opera nd supervised shake avestigations in accessconduct. Schedulace evaluations. Welsed force on offende	Title: Captain Supervisor's Telephone No.: 409-203-0181 If supervisory, number of employees you supervised: 69 the performance of this job: ations of unit according to dedowns. Trained employed employees for work, approved as lieutenant in Ger	Give average # of hours worked per week if part-time: building ees on policies in. pproved time neral

Position Title: Sergeant of Corrections	Immediate Supervisor Name:	Full-Time
Employer: Lexas Dept. Crim. Justice - Gip Lewis Mailing Address: PO Box 9000	HOCKY BUTKS	Full-Time 7 Part-Time 1 Summer 1 Temp/Project 1 Temp/Project 7 Temp
Mailing Address: PO BOX 9UUU City & State/ZIP: VVOOQVIIIE, IX / 59/9	Title: Lieutenant	Summer
Employer's Telephone No.: 409-203-8181	Supervisor's Telephone No.:	
Starting Date Leaving Date Current/ Technical	409-283-8181	Give average # of hours worked per
Mo. Day Yr. Mo. Day Yr. Final Salary Non-managerial	If supervisory, number of employees you	week if part-time:
12 15 02 01 31 03 \$2678 mo. Supervisory/Managerial 🗹 Summary of experience including special training/skills/qualifications you have used in	supervised: 39	
	·	
Supervised correctional officers in everyday unit operation		
Trained on policies and procedures during shift turn out ar	d conducted hands-on-tra	aining on the
building. Supervised major use of force, administered che		
Participated in extortion and crime scene investigations ar		
worked Expansion Cellblock and General Population as a		
Werked Expansion Consider and Constant Operation as a	cupor vicor.	
·		
Specific reason for leaving: Promoted to Lieutenant		
Promoted to Lieutenant Position Title: Correctional Officer	Immediate Supervisor Name:	Full-Time [7]
Promoted to Lieutenant Position Title: Correctional Unicer Employer: Lexas Dept. Crim. Justice - Gip Lewis	Immediate Supervisor Name:	Full-Time 7
Promoted to Lieutenant Position Title: Correctional Officer Employer: Lexas Dept. Crim. Justice - Gip Lewis Mailing Address: PO BOX 9000	IVIAQQOX Title:	Part-Time Summer
Promoted to Lieutenant Position Title: Correctional Unicer Employer: Lexas Dept. Crim. Justice - Gip Lewis	Maddox Title: Lieutenant Supervisor's Telephone No.:	Part-Time
Promoted to Lieutenant Position Title: Correctional Unicer Employer: Lexas Dept. Crim. Justice - Gid Lewis Mailing Address: PO BOX 9UUU VVOQQVIIIE, IX / D9/9 Employer's Telephone No.: 4U9-203-0181	Maddox Title: Lieutenant	Part-Time Summer Interpolation
Promoted to Lieutenant Position Title: Correctional Officer Employer: I exas Dept. Crim. Justice - Gid Lewis Mailing Address: PO BOX 9000 City & State/ZIP: VVOOQVIIIE, IX / 59/9 Employer's Telephone No.: 409-283-8181 Starting Date Leaving Date Current/ Technical Mo. Day Yr. Mo. Day Yr. Final Salary Non-managerial	Maddox Title: LIEUTENANT Supervisor's Telephone No.: 4U9-∠びろつび101 If supervisory, number of employees you	Part-Time
Promoted to Lieutenant Position Title: Employer:	IMAGGOX Title: LIEUTENANT Supervisor's Telephone No.: 4U9-203-0101 If supervisory, number of employees you supervised: N/A	Part-Time Summer Summer Summer Simp/Project Sive average # of hours worked per
Promoted to Lieutenant Position Title: Correctional Utilicer Employer: I exas Dept. Crim. Justice - Gid Lewis Mailing Address: PO BOX 9UUU VYOOQVIIIE, I X / D9/9 Employer's Telephone No.: 4U9-203-0101 Starting Date Leaving Date Current/ Mo. Day Yr. Mo. Day Yr. Final Salary 11 04 02 12 15 02 \$2295 mo. Supervisory/Managerial Summary of experience including special training/skills/qualifications you have used in	IMAGGOX Title: LIEUIENANI Supervisor's Telephone No.: 4U9-283-8181 If supervisory, number of employees you supervised: N/A the performance of this job:	Part-Time Summer Summer Summer Summer Simp/Project Sive average # of hours worked per week if part-time:
Promoted to Lieutenant Position Title: Correctional Officer Employer: I exas Dept. Crim. Justice - Gid Lewis Mailing Address: PO BOX 9000 City & State/ZIP: VVOOQVIIIE, I X / D9/9 Employer's Telephone No.: 409-283-8181 Starting Date Leaving Date Current/ Technical Non-managerial Mo. Day Yr. Mo. Day Yr. Final Salary Mo. Day Yr. Mo. Day Yr. Final Salary Supervisory/Managerial Summary of experience including special training/skills/qualifications you have used in Maintained custody and control of offenders while working	IMAGGOX Title: LIEUTENANT Supervisor's Telephone No.: 4U9-203-0101 If supervisory, number of employees you supervised: N/A the performance of this job: in high security (close custometric custometri	Part-Time Summer Imp/Project I
Promoted to Lieutenant Position Title: Correctional Officer Employer: 1 exas Dept. Crim. Justice - Gid Lewis Mailing Address: PO BOX 9UUU VVOOQVIIIE, 1 x / 29/9 Employer's Telephone No.: 4U9-283-8181 Starting Date Leaving Date Current/ Technical Mo. Day Yr. Mo. Day Yr. Final Salary Mo. Day Yr. Mo. Day Yr. Final Salary Summary of experience including special training/skills/qualifications you have used in Maintained custody and control of offenders while working responded to several riots and disturbances. Conducted process.	IMAGGOX Title: LIEUTENANT Supervisor's Telephone No.: 4U9-203-0101 If supervisory, number of employees you supervised: N/A the performance of this job: in high security (close custod counts, worked recreated)	Part-Time Summer Imp/Project I
Promoted to Lieutenant Position Title: Employer: I exas Dept. Crim. Justice - Gid Lewis Mailing Address: City & State/ZIP: Employer's Telephone No.: Starting Date Leaving Date Mo. Day Yr. Mo. Day Yr. Mo. Day Yr. Final Salary Non-managerial Summary of experience including special training/skills/qualifications you have used in Maintained custody and control of offenders while working responded to several riots and disturbances. Conducted puilding control pickets. Transported offenders to Skyview	IMAGGOX Title: LIEUTENANT Supervisor's Telephone No.: 4U9-2&3-&1&1 If supervisory, number of employees you supervised: N/A the performance of this job: in high security (close custod counts, worked recreater and other locations, such	Part-Time Summer Summer Summer Summer Summer Simple Summer Summer Simple Summer Summer Simple Summer
Promoted to Lieutenant Position Title: Employer: I exas Dept. Crim. Justice - Gid Lewis Mailing Address: City & State/ZIP: Employer's Telephone No.: Starting Date Leaving Date Mo. Day Yr. Mo. Day Yr. Mo. Day Yr. Final Salary Non-managerial Summary of experience including special training/skills/qualifications you have used in Maintained custody and control of offenders while working responded to several riots and disturbances. Conducted puilding control pickets. Transported offenders to Skyview	IMAGGOX Title: LIEUTENANT Supervisor's Telephone No.: 4U9-2&3-&1&1 If supervisory, number of employees you supervised: N/A the performance of this job: in high security (close custod counts, worked recreater and other locations, such	Part-Time Summer Summer Summer Summer Summer Simple Summer Summer Simple Summer Summer Simple Summer
Promoted to Lieutenant Position Title: Correctional Officer Employer: 1 exas Dept. Crim. Justice - Gid Lewis Mailing Address: PO BOX 9UUU VVOOQVIIIE, 1 x / 29/9 Employer's Telephone No.: 4U9-283-8181 Starting Date Leaving Date Current/ Technical Mo. Day Yr. Mo. Day Yr. Final Salary Mo. Day Yr. Mo. Day Yr. Final Salary Summary of experience including special training/skills/qualifications you have used in Maintained custody and control of offenders while working responded to several riots and disturbances. Conducted process.	IMAGGOX Title: LIEUTENANT Supervisor's Telephone No.: 4U9-2&3-&1&1 If supervisory, number of employees you supervised: N/A the performance of this job: in high security (close custod counts, worked recreater and other locations, such	Part-Time Summer Summer Summer Summer Summer Simple Summer Summer Simple Summer Summer Simple Summer
Promoted to Lieutenant Position Title: Employer: I exas Dept. Crim. Justice - Gid Lewis Mailing Address: PO BOX 9UUU City & State/ZIP: VVOOQVIIIe, I & 75979 Employer's Telephone No.: 4U9-203-81871 Starting Date Leaving Date Current/ Technical Non-managerial Supervisory/Managerial Summary of experience including special training/skills/qualifications you have used in Maintained custody and control of offenders while working responded to several riots and disturbances. Conducted puilding control pickets. Transported offenders to Skyview Galveston. Worked building desk and participated in the second control of the control of the second control pickets.	IMAGGOX Title: LIEUTENANT Supervisor's Telephone No.: 4U9-2&3-&1&1 If supervisory, number of employees you supervised: N/A the performance of this job: in high security (close custod counts, worked recreater and other locations, such	Part-Time Summer Site of hours worked per week if part-time: Stody) and Summer
Promoted to Lieutenant Position Title: Employer: I exas Dept. Crim. Justice - Gid Lewis Mailing Address: PO BOX 9UUU City & State/ZIP: VVOOQVIIIe, I & 75979 Employer's Telephone No.: 4U9-203-81871 Starting Date Leaving Date Current/ Technical Non-managerial Supervisory/Managerial Summary of experience including special training/skills/qualifications you have used in Maintained custody and control of offenders while working responded to several riots and disturbances. Conducted puilding control pickets. Transported offenders to Skyview Galveston. Worked building desk and participated in the second control of the control of the second control pickets.	IMAGGOX Title: LIEUTENANT Supervisor's Telephone No.: 4U9-2&3-&1&1 If supervisory, number of employees you supervised: N/A the performance of this job: in high security (close custod counts, worked recreater and other locations, such	Part-Time Summer Site of hours worked per week if part-time: Stody) and Summer
Promoted to Lieutenant Position Title: Employer: I exas Dept. Crim. Justice - Gid Lewis Mailing Address: PO BOX 9UUU City & State/ZIP: VVOOQVIIIe, I & 75979 Employer's Telephone No.: 4U9-203-81871 Starting Date Leaving Date Current/ Technical Non-managerial Supervisory/Managerial Summary of experience including special training/skills/qualifications you have used in Maintained custody and control of offenders while working responded to several riots and disturbances. Conducted puilding control pickets. Transported offenders to Skyview Galveston. Worked building desk and participated in the second control of the control of the second control pickets.	IMAGGOX Title: LIEUTENANT Supervisor's Telephone No.: 4U9-2&3-&1&1 If supervisory, number of employees you supervised: N/A the performance of this job: in high security (close custod counts, worked recreater and other locations, such	Part-Time Summer Site of hours worked per week if part-time: Stody) and Summer
Promoted to Lieutenant Position Title: Employer: I exas Dept. Crim. Justice - Gid Lewis Mailing Address: PO BOX 9UUU City & State/ZIP: VVOOQVIIIe, I & 75979 Employer's Telephone No.: 4U9-203-81871 Starting Date Leaving Date Current/ Technical Non-managerial Supervisory/Managerial Summary of experience including special training/skills/qualifications you have used in Maintained custody and control of offenders while working responded to several riots and disturbances. Conducted puilding control pickets. Transported offenders to Skyview Galveston. Worked building desk and participated in the second control of the control of the second control pickets.	IMAGGOX Title: LIEUTENANT Supervisor's Telephone No.: 4U9-2&3-&1&1 If supervisory, number of employees you supervised: N/A the performance of this job: in high security (close custod counts, worked recreater and other locations, such	Part-Time Summer Site of hours worked per week if part-time: Stody) and Summer
Promoted to Lieutenant Position Title: Employer: I exas Dept. Crim. Justice - Gid Lewis Mailing Address: PO BOX 9UUU City & State/ZIP: VVOOQVIIIe, I & 75979 Employer's Telephone No.: 4U9-203-81871 Starting Date Leaving Date Current/ Technical Non-managerial Supervisory/Managerial Summary of experience including special training/skills/qualifications you have used in Maintained custody and control of offenders while working responded to several riots and disturbances. Conducted puilding control pickets. Transported offenders to Skyview Galveston. Worked building desk and participated in the second control of the control of the second control pickets.	IMAGGOX Title: LIEUTENANT Supervisor's Telephone No.: 4U9-2&3-&1&1 If supervisory, number of employees you supervised: N/A the performance of this job: in high security (close custod counts, worked recreater and other locations, such	Part-Time Summer Site of hours worked per week if part-time: Stody) and Summer
Promoted to Lieutenant Position Title: Employer: I exas Dept. Crim. Justice - Gid Lewis Mailing Address: PO BOX 9UUU City & State/ZIP: VVOOQVIIIe, I & 75979 Employer's Telephone No.: 4U9-203-81871 Starting Date Leaving Date Current/ Technical Non-managerial Supervisory/Managerial Summary of experience including special training/skills/qualifications you have used in Maintained custody and control of offenders while working responded to several riots and disturbances. Conducted puilding control pickets. Transported offenders to Skyview Galveston. Worked building desk and participated in the second control of the control of the second control pickets.	IMAGGOX Title: LIEUTENANT Supervisor's Telephone No.: 4U9-2&3-&1&1 If supervisory, number of employees you supervised: N/A the performance of this job: in high security (close custod counts, worked recreater and other locations, such	Part-Time Summer Site of hours worked per week if part-time: Stody) and Summer
Promoted to Lieutenant Position Title: Employer: I exas Dept. Crim. Justice - Gid Lewis Mailing Address: PO BOX 9UUU City & State/ZIP: VVOOQVIIIe, I & 75979 Employer's Telephone No.: 4U9-203-81871 Starting Date Leaving Date Current/ Technical Non-managerial Supervisory/Managerial Summary of experience including special training/skills/qualifications you have used in Maintained custody and control of offenders while working responded to several riots and disturbances. Conducted puilding control pickets. Transported offenders to Skyview Galveston. Worked building desk and participated in the second control of the control of the second control pickets.	IMAGGOX Title: LIEUTENANT Supervisor's Telephone No.: 4U9-2&3-&1&1 If supervisory, number of employees you supervised: N/A the performance of this job: in high security (close custod counts, worked recreater and other locations, such	Part-Time Summer Site of hours worked per week if part-time: Stody) and Summer
Promoted to Lieutenant Position Title: Employer: I exas Dept. Crim. Justice - Gid Lewis Mailing Address: PO BOX 9UUU City & State/ZIP: VVOOQVIIIe, I & 75979 Employer's Telephone No.: 4U9-203-81871 Starting Date Leaving Date Current/ Technical Non-managerial Supervisory/Managerial Summary of experience including special training/skills/qualifications you have used in Maintained custody and control of offenders while working responded to several riots and disturbances. Conducted puilding control pickets. Transported offenders to Skyview Galveston. Worked building desk and participated in the second control of the control of the second control pickets.	IMAGGOX Title: LIEUTENANT Supervisor's Telephone No.: 4U9-2&3-&1&1 If supervisory, number of employees you supervised: N/A the performance of this job: in high security (close custod counts, worked recreater and other locations, such	Part-Time Summer Site of hours worked per week if part-time: Stody) and Summer
Promoted to Lieutenant Position Title: Employer: I exas Dept. Crim. Justice - Gid Lewis Mailing Address: PO BOX 9UUU City & State/ZIP: VVOOQVIIIe, I & 75979 Employer's Telephone No.: 4U9-203-81871 Starting Date Leaving Date Current/ Technical Non-managerial Supervisory/Managerial Summary of experience including special training/skills/qualifications you have used in Maintained custody and control of offenders while working responded to several riots and disturbances. Conducted puilding control pickets. Transported offenders to Skyview Galveston. Worked building desk and participated in the second control of the control of the second control pickets.	IMAGGOX Title: LIEUTENANT Supervisor's Telephone No.: 4U9-2&3-&1&1 If supervisory, number of employees you supervised: N/A the performance of this job: in high security (close custod counts, worked recreater and other locations, such	Part-Time Summer Site of hours worked per week if part-time: Stody) and Summer
Promoted to Lieutenant Position Title: Employer: I exas Dept. Crim. Justice - Gid Lewis Mailing Address: PO BOX 9UUU City & State/ZIP: VVOOQVIIIe, I & 75979 Employer's Telephone No.: 4U9-203-81871 Starting Date Leaving Date Current/ Technical Non-managerial Supervisory/Managerial Summary of experience including special training/skills/qualifications you have used in Maintained custody and control of offenders while working responded to several riots and disturbances. Conducted puilding control pickets. Transported offenders to Skyview Galveston. Worked building desk and participated in the second control of the control of the second control pickets.	IMAGGOX Title: LIEUTENANT Supervisor's Telephone No.: 4U9-2&3-&1&1 If supervisory, number of employees you supervised: N/A the performance of this job: in high security (close custod counts, worked recreater and other locations, such	Part-Time Summer Site of hours worked per week if part-time: Stody) and Summer
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Position Title: COI	rectional Oπice	r	Immediate Supervisor Name:	Full-Time
		rrections - Geo	Priscilla ivilles	Part-Time
Mailing Address: HW	y 8/N		Title:	Summer 🔲
City & State/ZIP: Nev	VION, IX / DYOO		vvarden	Temp/Project
Employer's Telephone No.: 4US	-379-3000		Supervisor's Telephone No.:	0:4
Starting Date Leaving	Date Current/	Technical	409-379-3000	Give average # of hours worked per
Mo. Day Yr. Mo. Da		Non-managerial	If supervisory, number of employees you	week if part-time:
12 15 02 11 31	09 \$ 9.94 hr.	Supervisory/Managerial	supervised: N/A	32
Summary of experience including	special training/skills/qu	ualifications you have used in t	he performance of this job:	
responded to several ri building control pickets	ots and disturba . Transported o	ances. Conducted poffenders to Skyview	in high security (close cus ood counts, worked recrea and other locations, such upervision of building ope	tion, and as Hospital
	_		apervision or ballating ope	rations. Was
also a mentor and train	ed new officers	•		
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Specific reason for leaving:				
Specific reason for leaving: Fa	cility purchased	d by another compar	ny	
га	cility purchased		-	Full-Time [7]
Position Title: LIE		ections	Ny	Full-Time 🔽
Position Title: LICI Employer: I DV Mailing Address: 12U	itenant of Corre	ections	Immediate Supervisor Name: VICTOR BOSTON Title:	Part-Time
Position Title: LIGI Employer: I DI Mailing Address: 12U City & State/ZIP: LIVI	Utenant of Corre J - Terrell (Po JUZ JOU South ngston, TX 773	ections iunsky)	Immediate Supervisor Name: VICTOR BOSTON Title: Captain	Part-Time
Position Title: LIGI Employer: I DI Mailing Address: 12U City & State/ZIP: LIVI	JIENANT OF CORRECTION JULY 350 SOUTH	ections iunsky)	Immediate Supervisor Name: VICIO' BOSION Title: Captain Supervisor's Telephone No.:	Part-Time Summer ITemp/Project
Position Title: LIGI Employer: I DI Mailing Address: 12U City & State/ZIP: LIVI	Jitenant of Corre JJ - Terrell (Po JUZ JOU SOUTH ngston, TX 773 I-∀07-8U8Z	ections lunsky) 51	Immediate Supervisor Name: VICTOF BOSTON Title: Captain Supervisor's Telephone No.: 930-907-8082	Part-Time
Position Title: Employer: Mailing Address: City & State/ZIP: Employer's Telephone No.: 930	Utenant of Corre J - Terrell (Pol J - South ngston, TX //3 -90/-8082 Date Current/	Technical Non-managerial	Immediate Supervisor Name: VICIOF BOSION Title: Captain Supervisor's Telephone No.: 930-907-8082 If supervisory, number of employees you	Part-Time
Position Title: Employer: Mailing Address: City & State/ZIP: Employer's Telephone No.: Starting Date Leaving Mo. Day Yr. Mo. Day O2 01 00 05 31	Utenant of Corre J - Lerrell (PO) UZ 35U SOUTH ngston, LX //3 -90/-8U8Z Date Current/ y Yr. Final Salary 02 \$2770 mo.	Technical Non-managerial Supervisory/Managerial	Immediate Supervisor Name: VICTOF BOSTON Title: Captain Supervisor's Telephone No.: 930-907-8082 If supervisory, number of employees you supervised: 126	Part-Time Summer Summer Summer Sump/Project Sive average # of hours worked per
Position Title: LICI Employer: I DV Mailing Address: 12C City & State/ZIP: LIVI Employer's Telephone No.: 930 Starting Date Leaving Mo. Day Yr. Mo. Da	Utenant of Corre J - Lerrell (PO) UZ 35U SOUTH ngston, LX //3 -90/-8U8Z Date Current/ y Yr. Final Salary 02 \$2770 mo.	Technical Non-managerial Supervisory/Managerial	Immediate Supervisor Name: VICTOF BOSTON Title: Captain Supervisor's Telephone No.: 930-907-8082 If supervisory, number of employees you supervised: 126	Part-Time Summer Summer Summer Sump/Project Sive average # of hours worked per
Position Title: Employer: I LIVI Employer's Telephone No.: Starting Date Leaving Mo. Day Yr. Mo. Day Summary of experience including starting to the control of the control	UTENANT OF COFFE J - 1 errell (PO JUZ 35U SOUTH NGSTON, IX //3 -90/-8U8Z Date Current/ y Yr. Final Salary 02 \$2770 mo. special training/skills/qu	Technical Non-managerial Supervisory/Managerial Jualifications you have used in	Immediate Supervisor Name: VICIOF BOSION Title: Captain Supervisor's Telephone No.: 930-907-8082 If supervisory, number of employees you supervised: 126 the performance of this job:	Part-Time Summer Summer Summer Summer Summer Sump/Project Sive average # of hours worked per week if part-time:
Position Title: Employer: Mailing Address: City & State/ZIP: Employer's Telephone No.: Starting Date Mo. Day Yr. Mo. Day Mo. Day Yr. Mo. Day Summary of experience including: Supervised 120 officers	Utenant of Corre J - Perreil (PO JUZ 350 SOUTH INC 350 SOUTH I	Technical Non-managerial Supervisory/Managerial Justifications you have used in ints. Supervised ope	Immediate Supervisor Name: VICTOR BOSTON Title: Captain Supervisor's Telephone No.: 930-907-8082 If supervisory, number of employees you supervised: 126 the performance of this job: rations of unit according to	Part-Time Summer
Position Title: Employer: Mailing Address: City & State/ZIP: Employer's Telephone No.: Starting Date Leaving Mo. Day Yr. Mo. Day Yr. Summary of experience including: Supervised 120 officers schedule. Took unit co	JTEMANT OF CORRECTION OF CORRE	Technical Supervisory/Managerial Jualifications you have used in the supervised operand supervised shall	Immediate Supervisor Name: VICTOT BOSTON Title: Captain Supervisor's Telephone No.: 930-907-8082 If supervisory, number of employees you supervised: 126 the performance of this job: rations of unit according to sedowns. Trained employ	Part-Time Summer
Position Title: Employer: Mailing Address: City & State/ZIP: Employer's Telephone No.: Starting Date Leaving Mo. Day Yr. Mo. Day Yr. Summary of experience including: Supervised 120 officers schedule. Took unit co	JTEMANT OF CORRECTION OF CORRE	Technical Supervisory/Managerial Jualifications you have used in the supervised operand supervised shall	Immediate Supervisor Name: VICTOT BOSTON Title: Captain Supervisor's Telephone No.: 930-907-8082 If supervisory, number of employees you supervised: 126 the performance of this job: rations of unit according to sedowns. Trained employ	Part-Time Summer
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Position Title:	Correction	ai Officer	III	_	Immediate Supervisor Name:	Full-Time
Employer:	IDCJ - Ga	•	ı erreli	I	Robert Treon	Part-Time
Mailing Address: City & State/ZIP:	12002 350		*I		Title: Senior vvaraen	Summer
Employer's Telephone No.:	Livingston,		, 1	1	Supervisor's Telephone No.:	' ' ' -
Starting Date L	eaving Date	Current/	Technical		936-967 - 8082	Give average # of hours worked per
Mo. Day Yr. Mo.	Day Yr.	Final Salary	Non-managerial		If supervisory, number of employees you	week if part-time:
01 02 95 02 Summary of experience incl	uding special trai	\$ 2127 mo. ning/ekille/gus	Supervisory/Managerial	in t	supervised: N/A	
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•				_	in high security (close cus	- ,
					od counts, worked recrea	
building control pic	kets. Trans	sported of	ffenders to Skyvie	€W	and other locations, such	as Hospital
Galveston. Worke	d building d	esk and p	participated in the	e SI	upervision of building ope	rations. Was
also a mentor and	trained new	officers.				
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Specific reason for leaving	· ·					
Specific reason for reaving	* Promoted	l to Serae	ant in Livingston	. T	X	
Position Title:	Promoted		eant in Livingston	, T		Full-Time 77
Position Title: Employer:	Die Snop /	Assemble		, T	Immediate Supervisor Name: UON VVIIIIAMS	Full-Time
Position Title:	DIE SHOP / Keller Extr	Assemble usion	er .	, T	Immediate Supervisor Name: UON VVIIIIAMS Title:	Part-Time
Position Title: Employer: Mailing Address:	Die Snop /	ASSEMDIE usion IX /59/	er .	, T	Immediate Supervisor Name: DON WIIIIAMS Title: PIANT MANAGER Supervisor's Telephone No.:	Part-Time
Position Title: Employer: Mailing Address: City & State/ZIP: Employer's Telephone No.: Starting Date	Promoted Die Snop / Keiler Extr HWy byln vvoodville, 409-283-4	ASSEMDIE USION I A / 59/ 545 Current/	당 Technical		Immediate Supervisor Name: DON VVIIIIAMS Title: PIANT IMANAGER Supervisor's Telephone No.: 409-283-4949	Part-Time Summer Summer Sump/Project Sive average # of hours worked per
Position Title: Employer: Mailing Address: City & State/ZIP: Employer's Telephone No.:	Promoted Die Snop / Keiler Extr HWy byln vvoodville, 409-283-4	ASSEMDIE USION I X / 59 / 545 Current/ Final Salary	Technical Non-managerial		Immediate Supervisor Name: UON VVIIIIAMS Title: PIANT MANAGER Supervisor's Telephone No.: 4U9-283-4949 If supervisory, number of employees you	Part-Time
Position Title: Employer: Mailing Address: City & State/ZIP: Employer's Telephone No.: Starting Date L Mo. Day Yr. Mo. 06 13 93 12	Promoted Die Snop / Keiler Extr HWy byiN VVOOQVIIIe, 409-283-4 Leaving Date Day Yr. 94	ASSEMDIE USION IA / 59 / 545 Current/ Final Salary \$ 8.00 hr.	Technical Non-managerial Supervisory/Managerial		Immediate Supervisor Name: UON VVIIIIAMS Title: PIANT IVIANAGER Supervisor's Telephone No.: 4U9-203-4040 If supervisory, number of employees you supervised: 4	Part-Time Summer Summer Sump/Project Sive average # of hours worked per
Position Title: Employer: Mailing Address: City & State/ZIP: Employer's Telephone No.: Starting Date L Mo. Day Yr. Mo. 06 13 93 12 Summary of experience incl	Promoted Die Snop / Keller Extr HWY 69N VVOOOVIIIE, 4U9-263-4 Leaving Date Day Yr. Juding special trai	ASSEMDIE USION IA / 59 / 545 Current/ Final Salary \$8.00 hr. ning/skills/qua	Technical Non-managerial Supervisory/Managerial lifications you have used		Immediate Supervisor Name: UON VIIIIAMS Title: Plant Manager Supervisor's Telephone No.: 4U9-233-4343 If supervisory, number of employees you supervised: 4 ne performance of this job:	Part-Time Summer Summer Summer Summer Summer Sump/Project Sive average # of hours worked per week if part-time:
Position Title: Employer: Mailing Address: City & State/ZIP: Employer's Telephone No.: Starting Date Mo. Day Yr. Mo. 06 13 93 12 Summary of experience incl Supervised four as	Promoted Die Snop / Keller Extr Hwy byin vvoodville, 409-203-4 Leaving Date Day Yr. uding special trai	ASSEMDIE USION IA / D9 / D4 D Current/ Final Salary \$ 8.00 hr. ning/skills/qua nd assiste	Technical Non-managerial Supervisory/Managerial slifications you have used		Immediate Supervisor Name: UON VIIIIAMS Title: PIANT MANAGER Supervisor's Telephone No.: 4U9-203-4040 If supervisory, number of employees you supervised: 4 The performance of this job: getting orders completed	Part-Time Summer Summer Summer Summer Summer Summer Summer Sive average # of hours worked per week if part-time:
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Sta Mo. Summa	Addresstate/ZII er's Tele rting Day 13 ary of ex	P: ephone ate Yr. 93 eperience	No.: 2 Lea Mo. 12 e include	Celler Wy cood OVOOD COVOOD CO	EXTR DYN VIIIE, & 3-4- ate Yr. 94 Cial trai	Current/ Final Salary \$ 8.00 hr. ning/skills/qua	Technical Non-managerial Supervisory/Managerial alifications you have us ed the supervis	sed in t	Immediate Supervisor Name: DON WIIIIAMS Title: Plant Ivianager Supervisor's Telephone No.: 409-283-4949 If supervisory, number of employees you supervised: 4 he performance of this job: getting orders completed k lift by loading and unloading and unloadi	Give average # of hours worked per week if part-time:	
Specifi	c reaso	on for le	eaving:	Hired	d by ⁻	TDCJ					
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TEXAS DEPARTMENT OF CRIMINAL JUSTICE EMPLOYMENT APPLICATION SUPPLEMENT

Please check those that appl	ly
New Applicant	
☐ Former Employee	
☐ Veteran's Reinstatement	ŧ
ERS Retiree	

INSTRUCTIONS: All questions must be answered in full. Print in BLACK INK or TYPE. If you are applying for a Correctional Officer or Parole Officer position, you are required to complete and submit a PERS 282B or PERS 282C, Statement of Availability. To download this form, select Employment then Download Applications from the TDCJ website (www.tdcj.texas.gov). Scroll down and select the appropriate link to download.

NOTE TO APPLICANTS: With few exceptions, you are entitled upon request: (1) to be informed about the information the TDCJ collects about you; and (2) under Texas Government Code §§ 552.021 and 552.023, to receive and review the collected information. Under Texas Government Code § 559.004, you are also entitled to request, in accordance with TDCJ procedures, that incorrect information the TDCJ has collected about you be corrected.

be corrected.							
1.	NAME: Carter Christopher George 2. SOCIAL SECURITY NO.: Last First Middle						
3.	(As it appears on your Social Security Card) DATE OF BIRTH: 4. PLACE OF BIRTH (STATE): (NOTE: The date and place of birth are required to establish that the applicant is at least 18 years old and to help establish identity in conducting a criminal						
_	background investigation.)						
5.	DRIVER'S LICENSE NO. STATE:						
6.	Have you previously been employed by the TDCJ or worked in a TDCJ facility on a contract basis? Yes No I If yes, give unit(s)/department(s) and dates: NH, TL, E2, N2, CN, ST, ARRM, RPD, CVSD						
7.	Are you related to any employee of the TDCJ or member of the Texas Board of Criminal Justice? You If yes, list name, relationship and unit/department of assignment:						
8.	May we contact your present employer for a reference? Yes X No Not presently employed						
9a.	Have you ever been fired from a job? Yes No No Have you ever been asked to resign from a job? Yes No H						
9b.	Have you engaged in sexual abuse in a prison, jail, lockup, community confinement facility, juvenile facility, or other institution? Yes \(\sigma\) No \(\sigma\)						
9c.	Have you been convicted of engaging or attempting to engage in sexual activity in the community facilitated by force, overt or implied threats of force, or coercion, or if the victim did not consent or was unable to consent or refuse? Yes \(\subseteq \) No \(\subseteq \)						
9 d .	Have you been civilly or administratively adjudicated to have engaged in sexual activity in the community facilitated by force, overt or implied threats of force, or coercion, or if the victim did not consent or was unable to consent or refuse? Yes \sum No \subseteq \text{No}						
9e.	Have you been involved in any substantiated incidents of sexual harassment? Yes \(\substact \) No \(\substact \) If yes, please explain:						
10.	Are you willing to work any day of the week required for the position for which you are applying? Yes X No						
11.	If you are a male, age 18 through 25, have you registered with the Selective Service? Yes \(\subseteq \) No \(\subseteq \)						
	If no, are you exempt from registration? Yes \(\subseteq\) No \(\subseteq\) I am not a male, age 18-25 \(\overline{\text{X}}\)						
12a.	Are you or any immediate member of your family (to include, but not limited to your parent, brother, sister, spouse, or child) related to a current or former TDCJ offender (incarcerated or on parole)? If yes, provide the name of the offender(s):						
12b.	Are you now or have you ever been involved in a spousal relationship with a current or former TDCJ offender (incarcerated or on parole)? This includes marriage, common-law marriage, lived together or had a child together? If yes, provide the name of the offender(s)						
12c.	Do you have a current business partnership or gang association with a current or former TDCJ offender (incarcerated or on parole)? If yes, provide the name of the offender(s):						
12d.	Are you on a current TDCJ offender's visitation list? If yes, provide the name of the offender(s):						
12e.	Have you corresponded in the past year with a current TDCJ offender? If yes, provide the name of the offender(s):						

PERS 282 (01/22)

Notes

- If you answered yes to Question 12a, 12h, 12c, 12d, or 12e, above, you are required to complete and submit a PERS 282A, Additional Offender Information form. This form is available from the TDCJ website.
- If you have a personal relationship with an offender, who is not a relative, be sure to read the "Offender Relationships" paragraph on Page 4 of this Supplement.

	IMPORTANT Read the definition of conviction in Question 15. When answering questions 13 through 15, do not include: (1) any violation of law committed before your 17th birthday if the final decision was made in juvenile court or under a youth offender law; (2) any conviction whose record was expunged under federal or state law; (3) minor traffic violations. DWI, DUI, Open Container and Driving While License Suspended are not minor traffic violations and must be listed.							
13.	Do you have any criminal charges currently pending? (examples: paying fines or restitution, waiting for court date, etc.) Yes \(\sum \) No \(\sum \) If yes, please explain:							
14. Are you on parole or probation, deferred adjudication or under a pre-trial diversion agreement? Yes No X If yes, please explain:								
15.		st each one below.	cted of a crime (misdemeanor or f . Include those that may not app			Attach an additional page if		
			s of employment with the TDCJ, on (includes deferred adjudicatio			nfinement, paid fine, time		
Conviction Date		Felony or Misdemeanor	Offense	Offense Class	City & State	Punishment		
16a. 16b.	If accepted for employment in a Correctional Officer, Peace Officer, or other security position, do you agree to use firearms and other Law Enforcement Weapons as may be necessary to perform your duties? Yes \overline{\mathbb{N}} No \overline{\mathbb{N}} Not Applicable \overline{\mathbb{D}} Are there any legal restrictions against you carrying a firearm? Yes \overline{\mathbb{N}} No \overline{\mathbb{N}} If yes, please explain:							
16c.	If you are applying for employment under a federal employment authorization document (EAD), please provide the category code number that appears on your EAD (examples: A05, A12, C08, C09, C33, etc.): Not Applicable \(\overline{\mathbb{X}} \)							
17.	Are you superior	Are you now or have you ever been a member of a street gang? Yes \sum No \textbf{\omega} Are you now or have you ever been a member or affiliated with an organization that promotes racial, ethnic or gender superiority or separation, independence from governmental laws and regulations or overthrow of the United States Government? Yes \sum No \textbf{X}						
	If you answered yes to either of these questions, provide the following information:							
	a. Name of the organization and dates of membership:							
	b. Position or positions you held in the organization:							
	c. Arre	c. Arrests and/or convictions resulting from your activities as a member:						
18.	Do you have any tattoos or markings on your body that signify membership or affiliation with a street gang or that are associated with organizations that promote racial, ethnic or gender superiority or separation, independence from governmental laws and regulations or overthrow of the United States Government? Yes No If yes, provide a description and							

PERS 282 (01/22) Page 2

location of those tattoos or markings:

CONDITIONS OF EMPLOYMENT

Minimum Standards for all Applicants

- Must be a U.S. citizen or an immigrant with lawful status, who is authorized to work in the U.S.
- 2. Must be at least 18 years of age
- 3. Must possess a High School Diploma from an accredited senior high school or equivalent or a state-issued General Education Development (GED) certificate
- 4. Must not be on probation for any criminal offense
- Must not have pending charges for any criminal offense or have an outstanding warrant
- 6. Convicted felons (or those convicted of an equivalent offense under the Uniform Code of Military Justice) do not become eligible for consideration until 10 years have elapsed since termination of sentence.
- 7. Must not be on active duty in the military (persons on terminal leave from active duty may apply)
- 8. Males, age 18 through 25, must be registered with the Selective Service if required to do so by Federal Law.
- 9. Must be able to perform the essential functions of the position applied for, with or without reasonable accommodation
- 10. Must pass the TDCJ drug test
- 11. All applicants, who may have contact with offenders, are ineligible for employment if they have committed any activity described in questions 9b, 9c, or 9d.

Additional Minimum Standards for Correctional Officer and other Security Applicants

- 1. Never have been convicted of a felony
- 2. Not have been convicted of a Class A misdemeanor, or the equivalent, within the last 10 years
- Not have been convicted of a Class B misdemeanor, or the equivalent, within the last 3 years
- 4. Never have been convicted of an offense that involved domestic violence
- 5. Not have been discharged from the Armed Forces under dishonorable conditions
- Must pass the TDCJ pre-employment test and physical agility test

The Gun Control Act, 18 U.S.C. § 922(g), makes it unlawful for certain categories of persons to possess firearms or ammunition, to include a person:

- Who has been convicted in any court of a crime punishable by imprisonment for a term exceeding one year;
- 2. Who is a fugitive from justice;
- 3. Who is an unlawful user of or addicted to any controlled substance (as defined in 21 U.S.C. § 802);
- Who has been adjudicated as a mental defective or has been committed to a mental institution;
- Who is an illegal alien;
- Who has been discharged from the Armed Forces under dishonorable conditions;
- 7. Who has renounced his or her United States citizenship;
- 8. Who is subject to a court order restraining the person from harassing, stalking, or threatening an intimate partner or child of the intimate partner; or
- Who has been convicted in any court of a misdemeanor crime of domestic violence.

Requirement to Report to Work in Emergency Situations

In an emergency situation that presents an immediate or potential threat to public safety as determined by a Warden or Department Head, it is mandatory that the following essential staff report to work: a) correctional officers and supervisors; b) parole officers and parole supervisory staff; and c) staff necessary to support emergency operations. Employees may be required to work overtime, have work schedules changed, have days off cancelled, and be temporarily reassigned to a different work location. If an employee is absent based on a claim of illness or injury on a day or days the employee was required to report to duty during an emergency response situation, the employee may be required to furnish a health care provider's statement within two workdays after the employee returns to work.

Mandatory evacuation orders given by local or state officials (e.g., for anticipated landfall of a hurricane) do not relieve employees from the requirement to report to work as required by their assigned daily schedule card or as directed by a supervisor in emergency situations. Failure to report to duty or remain on duty may result in disciplinary action up to and including dismissal from employment.

For purposes of employment with the TDCJ, convictions include sentenced to confinement, paid fine, time served, placed on probation (includes deferred adjudication) and court-ordered restitution.

Additional Standards for Non-Security Applicants are stated in job posting and position descriptions. In addition, Parole Officers are required to have access to and be willing to use their own transportation for work and that they carry liability insurance. Parole Officers must not have been convicted of any offense involving domestic violence, and must not have been discharged from the Armed Forces under dishonorable conditions. Minimum standards for entry level Substance Abuse Counselor applicants will be explained by the contact person listed on the job posting.

Assignments

Initial assignment locations within the TDCJ are determined by applicant preference, consistent with the needs of the agency. The TDCJ reserves the right to reassign employees to different locations if necessary to meet its needs. Employees may submit a request for reassignment to another location in accordance with published procedures. However, there are many requests on file for certain areas and the waiting time for reassignment to these areas may be excessive.

Employee Drug and Alcohol Testing

All employees are subject to reasonable suspicion drug and alcohol testing.

Overtime

Employees who are authorized overtime and required to work overtime will be given Fair Labor Standards Act (FLSA) compensatory time. This compensatory time will be banked, used, or cashed out consistent with TDCJ policy.

Continued on next page

CONDITIONS OF EMPLOYMENT (Continued)

Falsification of Application

It is important that the employment application be filled out completely and accurately. Any determination that the application has been falsified is grounds for refusing employment or terminating employment if already employed.

Organizational Affiliations

Affiliation with organizations that threaten the safety and security of a TDCJ facility may result in disqualification or termination of employment.

Employment Rights

Employees of the TDCJ are "at will" employees. This means that employment is for no definite period and may, regardless of the date or payment of wages and salary, be terminated at any time without prior notice.

Offender Relationships

TDCJ employees are prohibited from continuing or establishing a relationship with an offender or an offender's family member if the relationship jeopardizes or has the potential to jeopardize the security of the TDCJ or compromises the effectiveness of the employee. Prohibited relationships include those involving cohabitation, sexual misconduct or actions that jeopardize or have the potential to jeopardize the security of the TDCJ. This means that employees may not have personal contact or

relationships with offenders currently incarcerated or on parole outside of their official duties if this contact or relationship would jeopardize or has the potential to jeopardize the security of the TDCJ. Prohibited contact includes living together, writing letters or notes, telephone contact, visitation, and depositing funds into an offender's trust fund. If an employee had a child together with an offender, employee contact with the offender or offender's family may be limited to that which is necessary to foster a relationship with the child. As a condition of employment with the TDCJ, employees with prohibited relationships must sever those relationships. Sever means to cease any and all cohabitation, intimate encounters, verbal or written communications, visitation, and other prohibited contact. Continuation of a prohibited relationship after employment with the TDCJ may result in dismissal from employment if a determination is made by the TDCJ that the relationship jeopardizes or has the potential to jeopardize the security of the TDCJ.

Additional Information

Information concerning any event that may affect eligibility for employment with the TDCJ that occurs after the application has been submitted, to include criminal charges, must be provided in writing immediately to the Section Director, Employment, TDCJ Human Resources Headquarters, 2 Financial Plaza, Suite #600, Huntsville, TX 77340. Failure to do so may be considered falsification of the application for employment and may result in disqualification or termination of employment.

CERTIFICATION: I certify that my answers are true, complete, and correct to the best of my knowledge and that I have not evaded or omitted any part thereof to reflect an untruth. I understand that falsification constitutes grounds for refusing or terminating employment. I have also read and understood and I agree to the Conditions of Employment and document requirements in this Supplement.

DUTY TO DISCLOSE: I hereby acknowledge that I have a duty to disclose any sexual misconduct during the term of my employment. I further acknowledge that I have a duty to disclose any misconduct on my part while working for previous employers.

Signature: Date: 7/20/2003

REQUIRED DOCUMENTS

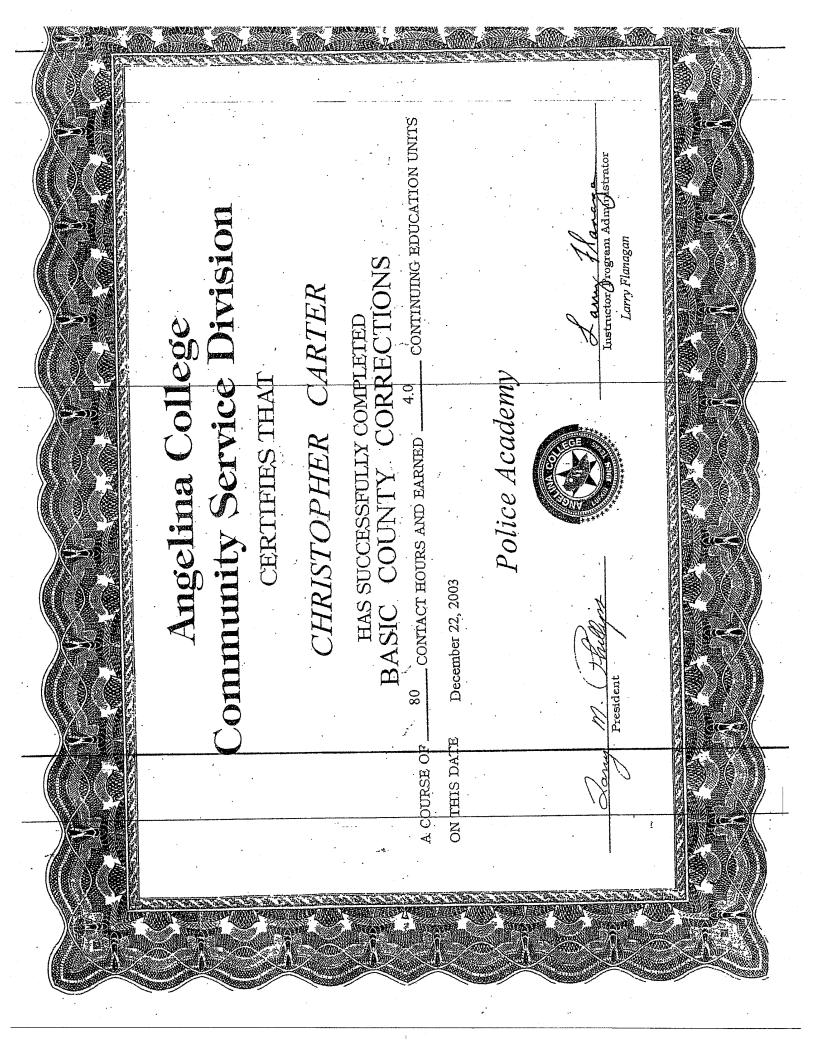
Applications will not be processed without the required documents. Documents in the application must be photocopies and will become a permanent part of the application. DO NOT INCLUDE ORIGINALS.

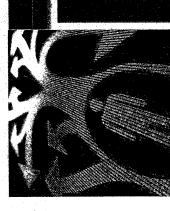
- 1. A copy of your current DRIVER'S LICENSE with a photograph and/or date of birth, sex, height, eye color and address. Receipts are not acceptable without the license with photograph. You will also need to present the original license during screening for Correctional Officer applicants or during employment in-processing for non-correctional applicants. (SEE NOTE 1 AND 2, BELOW.)
- 2. A copy of your SOCIAL SECURITY CARD. This must be a copy of the original card issued by the Social Security Office. The following are not acceptable: metal or other reproductions; altered cards; laminated cards that were not signed before lamination; laminated cards that have the statement, "This card is invalid if laminated" on the back and cards that contain the statement, "Valid for work only with DHS Authorization." You will also need to present the original card at the same time you present your driver's license.
- 3. For positions that do not require a college degree: A copy of a DIPLOMA or TRANSCRIPT that documents the highest level of education completed or a copy of a state or military-issued GED Certificate. For positions that do require a college degree: A copy of your COLLEGE DIPLOMA or TRANSCRIPT. Windham School System requires official college transcripts verifying highest degree conferred. SEE NOTE 3, BELOW.
- 4. A copy of the DD Form 214 you were issued for the final period of active duty, if you served in the U.S. military. This must be a complete Member 4 Copy or other copy, which includes the type of discharge. If you are on terminal leave from active duty, attach a letter from your commander indicating the date of discharge and type of discharge. The DD Form 214 must be submitted after the discharge date. If you no longer have your copy of your DD Form 214, you may request a copy on-line at: http://www.archives.gov/research_room/vetrecs

- 5. If you are a male, age 18 through 25, you must provide a copy of your SELECTIVE SERVICE REGISTRATION CARD or proof of exemption from Selective Service registration. If your card is not available, you may obtain proof of registration from the Internet and submit a printed copy of this proof. You may obtain proof of registration or register at the following address: http://www.sss.gov/regist.htm
- 6. A DISPOSITION for each item reported in questions 13, 14 and 15. A disposition is a statement of the charge, date, and the results of the case. If the charge was dismissed, the disposition must state the reason for dismissal. Dispositions can normally be obtained from the clerk of the court having jurisdiction over the case.

NOTES:

- 1. Your original unexpired **Driver's License** and **Social Security**Card may be used to verify your identity and eligibility for employment in the U.S. Both will be immediately returned to you. Verification of eligibility for employment in the U.S. is required by the Immigration Reform and Control Act of 1986.
- 2. If you do not have a driver's license, any of the following documents are acceptable: unexpired State-issued ID Card; U.S. Military ID Card; School ID Card with photograph; unexpired ID Card issued by a federal, state, or local government agency; Voter Registration Card; U.S. Passport; Unexpired Foreign Passport with Employment Authorization; or, Alien Registration Card with photograph.
- 3. Foreign/International diplomas or education credentials must be evaluated by a TDCJ-approved evaluation service or a member organization of the National Association of Credential Evaluation Services (NACES).





Certificate of Completion

"Opportunities for leadership are available to you, and to us, every has nobility and the benefits, for day. But putting yourself on the dangers are real. Yet the work you and for those around you, line is difficult work, for the are beyond measure".

Ronald Heifetz & Marty Linsky Leadership on the Line

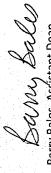
Awarded to

Christopher Garter

for recognition of successful completion of the

Transformative Leadership Program

Presented this 14th day of December 2015



Barry Bales, Assistant Dean **Professional Development**

Joyce Sparks Director

Governor's Center

Andrew Stevens, Director **Executive Education**



JUNDON BJOHNSON
SCHOOL OF PUBLIC AFFAIRS
THE UNIVERSITY OF TEXAS AT AUSTIN

EDUCATION UNIT



2015

Transformative Leadership Program Second Intensive Session – Austin, Texas







STATE OF TEXAS

Lyndon B. Johnson School of Public Affairs
The University of Jexas at Austin

Christopher Carter

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Class XXXXV

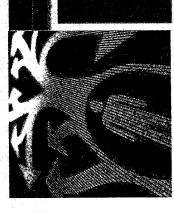
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available to you, and to us, every "Opportunities for leadership are has nobility and the benefits, for day. But putting yourself on the dangers are real. Yet the work you and for those around you, line is difficult work, for the are beyond measure".

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THE UNIVERSITY OF TEXAS AT AUSTIN SCHOOL OF PUBLIC AFFAIRS LYNDON B. JOHNSON

EXECUTIVE EDUCATION UNIT



2015

Transformative Leadership Program Second Intensive Session – Austin, Texas







STATE OF TEXAS

Lyndon B. Johnson School of Public Affairs

The University of Texas at Austin

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Class XXXX

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Christopher Carter This is to Certify That

the Yourd of Aducation for the Figh School and in testimony has satisfactorily completed the course of study prescribed by thereof is amarded this

Dinloma

Given this twenty-seventh day of May, 1993

Homes 20. Howay the

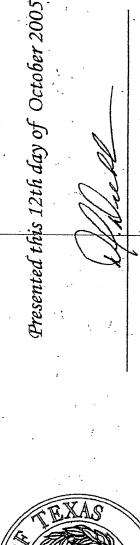
Hinder F. McKriffer

hristopher Carter

Is hereby certified:

isciplinary Hearing Officer

for the Texas Department of Criminal Justice.



Douglas Dretke

COUNTY DESCRIPTION OF THE PROPERTY OF THE PROP

exas Department of Criminal Justice Certificate of Achievement CKas Human Resources Visite of

Presented to

Christopher G. Carter

in recognition of the successful completion of

Uman Resources Topics for Supervisors

AND the acquisition of powerful skills that can be used to achieve ever higher levels of personal and

professional excellence.

June 13, 2001

Section Director, Staff Development

Director, Human Resources

CILIS IN-SERVICE TRAINING ACADEMY DEPARTIMENT OF CRIMINAL JI INSTITUTIONAL DIVISION

COMMANDANT AWARD

PRESENTED TO

HRISTOPHER CARTE

IN RECOGNITION OF YOUR EXEMPLARY KNOWLEDGE UOF / POLICY UPDATES CLASS #01-39E1 -- July 9 - 12, 2001 DURING THE COURSE OF

F.C. dall

Academy Supervisor

Texas Department of Criminal Justice Ilman Resources Vale of

ertificate of Achievement

Christopher Garte

raining Basic Supervisory

AND the acquisition of powerful skills that can be used to achieve ever higher levels of personal and

Director, Human Resources

Section Direct

AS DEPARTIMENT OF CRIMINAL JUSTIC TRAINING DEPARTIMENT

THIS IS TO CERTIFY THAT

CHRISTOPHER G CARTER

HAS SUCCESSFULLY COMPLETED

PRINCIPLES OF SUPERVISION

DATED THIS 29TH DAY OF MARCH 2001

DIRECTOR OF CORRECTIONAL TRAINING

AS DEPARTIMENT OF CRIMINAL JUSTICE CHRISTOPHER G CARTER HAS SUCCESSFULLY COMPLETED TRAINING DEPARTIMENT DIRECTOR OF CORRECTIONAL TRAINING , 2001 THIS IS TO CERTIFY THE INING FOR STAFF DATED THIS 5TH DAY OF APRII R.D. McLEOD

Cexas Department of Criminal Justice





























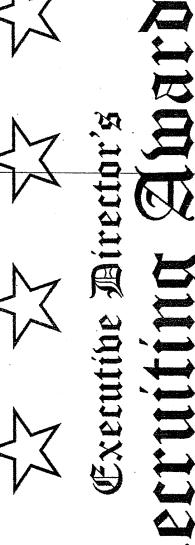












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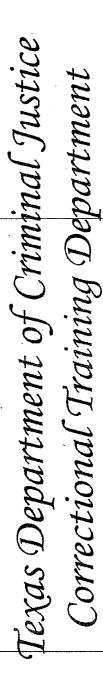
Christopher Carter

For outstanding service to the Cexas Bepartment of Criminal Justice and the citizens of the great State of Cexas by going beyond the call of duty and personally tecrniting a new Correctional Officer. This deed will enhance the Agency's ability to perform its important mission.

May 29, 2009

Brad Livingston, Executive Briector

制用te



This is to certify that

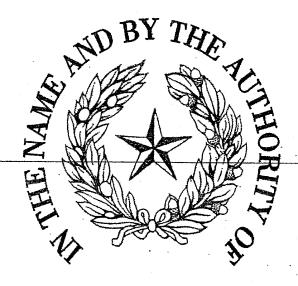
Christopher Carter Lewis Unit Major Was 1st place in the G.P.S. Navigation Challenge for Major's.

Dated this Twenty-ninth day of August, 2007 A.D.

a duries

A. Castillo, Sr. Warden Estelle Unit





THE STATE OF TEXAS

TEXAS DEPARTMENT OF CRIMINAL JUSTICE CORRECTIONAL INSTITUTIONS DIVISION

Christopher Carter

Is hereby awarded this Certificate of Achievement for successfully fulfilling all requirements of participation, attendance, and professional conduct as prescribed for the 40 - hour program

ADVANCED MANAGEMENT TRAINING FOR MAJORS

The affixed signature bears witness to the fact that the above named successfully completed Advanced Management Training for Majors this 31st Day of August 2007

Region I Director

Alfonso Castillo Senior Warden, Estelle Unit



Cexas peratural of Criminal Fixing

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Mile Mark

Michael, Mackey Supervisor Leadership Development

Dill K

University of Houston 🖪 Clear Lake

Certificate of Completios

This is to control the

Christopher Carter

has satisfactorily completed sixty clock hours

Certified Professional Life Coach

Pobrassy 24,2825

EL R. UM.

Edward R. Walter, Ph.D.
College of Business
Desn



Sam Houston State University

CORRECTIONAL MANAGEMENT INSTITUTE OF TEXAS GEORGE J. BETO CRIMINAL JUSTICE CENTER

Certificate of Training

is awarded to

Chris Carter

Senior Level Corrections Leadership Development for successful completion of Huntsville, Texas

October 4-9, 2015

HOURS: 36

Correctional Management Institute of Texas

College of Chminal Justice

Correctional Management Institute of Texas Sam Houston State University

George J. Beto Criminal Justice Center

In association with



Presents this certificate of training to

CHRIS CARTER

For successful completion of the

teraction Conserence લં ABW-87 Wardens

DIRECTOR, FEDERAL BUREAU OF PRISONS (RETIRED) EXECUTIVE VICE PRESIDENT OF CCA

PATRICÍA L. CARUSO DIRECTOR, MICHIGAN DOC (RETIRED)

Doug brenke Executive Director, CMIT

Texas Department of Criminal Justice

Focused Leadership Conference

October 25, 2010 ~ October 28, 2010



"The most dangerous leadership myth is that leaders are born... leaders are made rather than born."

IN APPRECIATION OF

Christopher G. Carter

WE, YOUR ASSOUT

he GE© Group, Inc.

APPLAUD YOUR EXPERIENCE, COMMUTANTIAND PRODUCTIVITY IN HELPING US ACHMEVE SUCCESS.

THANK YOU FOR

Five Years

OF VALUABLE SERVI



George C. Zoley Chairman of the Board and Chief Executive Officer



zas Department of Criminal Ius

Correctional Training and Staff Development

The Sold of the second

ments as prescribed for the 16-hour Correctional Leadership Semina Is hereby awarded this Certificate of Completion for successfully fulfilling all on this the

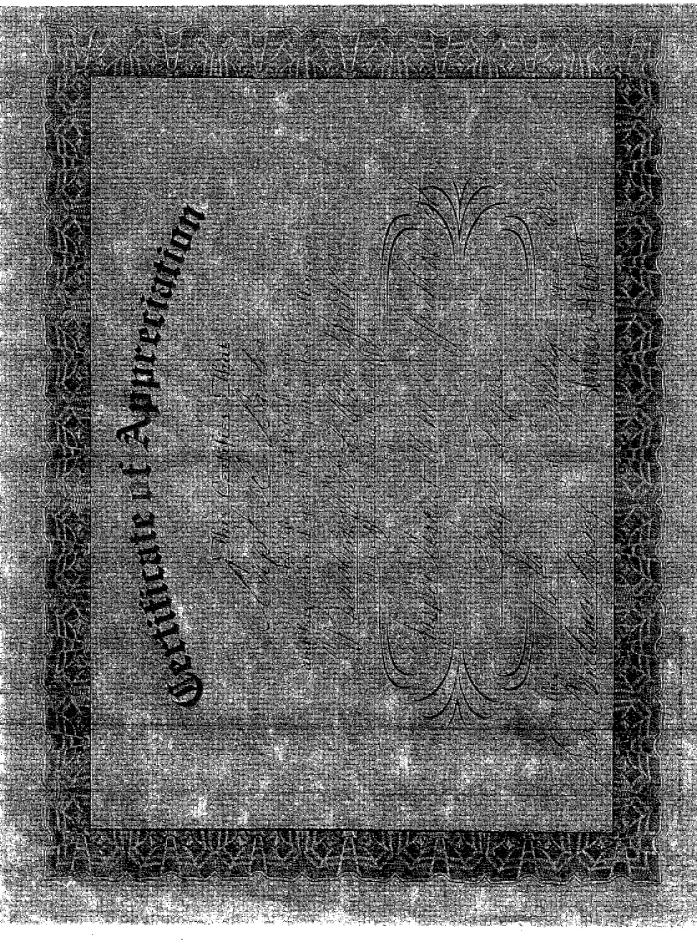
25th Day Of October, 2006

THE Construment

Leadership Development

11-25-06

Date





The State of Texas Department of Criminal Justice Gib Lewis Unit

presented to

Christopher G. Carter

in recognition of enduring professionalism and commitment during Hurricane Rita and the aftermath that followed.

Your dedication to the safety and security of offenders, as well as the community, during such a devastating event was a true display of the caliber of employee we, as Administrators, hope to have the privilege of serving with. Your efforts, in no small part, ensured the Gib Lewis Unit not only maintained operational readiness, but upheld our pledge to provide public safety.

Michael Roesler

Gregory L. Dawson

Paul Sloan

Christie Davidson, Interim Director Correctional Management Institute of Texas the Reviden CORRECTIONAL MANAGEMENT INSTITUTE OF TEXAS GEORGE J. BETO CRIMINAL JUSTICE CENTER Sam Houston State University DISTORTED OVER THE e of Training March 5.-Mid-Management E Richard H. Ward, Dean College of Criminal Justice

EXAS DEPARTMENT OF CRIMINAL JUST rrectional Training & Staff Development Support Operations

Christopher Carter

Is hereby awarded this Certificate of Compation for successfully fulfilling all requirements of participation, attendance and professional conduct as

FIREAR

RUCTOR

These affixed signatures bear witness to the 40 hour Firearms

e listed graduate successfully completed

2th day of May, 2006

(Guy R. Cabeen Jr. Region I Range Supervisor

Christopher Joney.
Region I Range Sgt.

Texas Department of Criminal Justice

Correctional Institutions Division AWARD NOMINATION FORM

Y . 1	
I hereby nominate Christopher Carter	for the following award
(please check one):	and the second second
OUTSTANDING CORRECTIONAL OFFICER	
OUTSTANDING CORRECTIONAL OFFICER OUTSTANDING EMPLOYEE	
OUTSTANDING CORRECTIONAL SUPERVISO	R
OUTSTANDING SUPERVISOR	
OUTSTANDING CORRECTIONAL ADMINISTR	ATOR (JAY BYRD MEMORIAL AWARD)
OUTSTANDING CORRECTIONAL ADMINISTR	
Outstanding Maximum Security Corr	· · · · · · · · · · · · · · · · · · ·
Outstanding Maximum Security Corr	ECTIONAL OFFICER
NOTE: SEE INSTRUCTION IOC FOR DEFINITIONS	
	ee Information
Name <u>Christopher Carter</u>	Dept./Unit Gib Lewis Expansion Cell Bloom
DO Doy 0000 EM 2407 1/	
Address PO Box 9000 FM 3497 ½ mile	
City / State / Zip Woodville Texas 75990	
Phone # (409-283-8181)	Fax # (409-283-6124)
Nomina	FOR INFORMATION
Variation Application Committee	Dont / Init Cib I amin I Lit Promoting City
vame Assistant warden Gary Currie	Dept./Unit _ Gib Lewis Unit Expansion Cell
Address PO Box 9000 FM 3497 ½ mile	
City / State / Zip <u>Woodville Texas 75990</u>	
	T
· · · · · · · · · · · · · · · · · · ·	Fax # (409-283-6124)
R	EFERENCES
${f R}$ (List the names and addresses of two other per	
${f R}$ (List the names and addresses of two other per	
(List the names and addresses of two other pers Reference #1	
${f R}$ (List the names and addresses of two other per	EFERENCES sons familiar with the accomplishments of the nom

Reference #2	
Name Assistant Warden Mike Roesler	**************************************
Address PO Box 9000 FM 3497 ½ mile	
City / State / Zip Woodville Texas 75990	
Supporting Statement and S	UPPORTING MATERIAL
Please include a supporting statement of not less the double-spaced pages describing why the nominee is category. This may include supporting material supporting materials recommendation, but should not exceed five pages. It is supporting statement and supporting material. The nomination form.	s considered "Outstanding" in the selected uch as clippings, pamphlets, and letters of A resume may be included in addition to the
Signature of Nominator	10-08-08 Date
NOTE: Units and departments must return this completed for	m to the appropriate Correctional
Institutions Division Deputy Director/Regional Directo	= - · ·

Texas Department of Criminal Justice Gib Lewis Unit Inter-Office Communication

orrections Institutions Division

Awards Committee

From: Gary Currie

ssistant Warden Gib Lewis unit

Subject: Nomination For Outstanding Maximum Security Correctional

Supervisor RE: Major Christopher

I Nominate Major Christopher Carter Of the Gib Lewis Unit Expansion Cellblock for Outstanding Maximum Security Correctional Supervisor Major Carter has 159 months of service to The Texas Department of Criminal Justice Institutional Division. Major Carter was promoted to the rank of major on April 1 2007 at the Gib Lewis unit Expansion cellblock. Major Carter is an exemplary supervisor that is proactive in his approach to his job of supervising of 210 Correctional staff members and 940 Offenders assigned to the expansion cellblock. The custodies of the offenders assigned to the Expansion cellblock include administrative segregation and G5 Custody and G2 support service offenders. Christopher Makes sound decisions when addressing difficult situations and understands the requirements of his job. Christopher stays alert to current practices and procedures. Christopher is innovative in addressing the issues which he is confronted with when dealing with the management of problematic and violent offenders assigned to the Expansion cellblock. Christopher meets his responsibility promptly and takes on additional responsibilities without negatively affecting other work and is always trusted to represent the company well. Christopher's impact on the Gib Lewis unit is evident by the steady decline in serious Problematic issues on the Expansion cellblock. Christopher's Continued growth and development is due to his diligent quest and hunger for knowledge and his relentless drive to improve his areas of responsibility. Christopher demonstrates a significant commitment to the agencies Mission. His personality, demeanor and work ethic has led the way in transforming the Gib Lewis unit culture and

started the unit down the road to restoring the unit Reputation. His attention to detail and his ability to identify issues prior to the becoming problems is the cornerstone to the turn around of the Gib Lewis unit. Christopher is the consummate professional and is unrivaled in his field. I take great pride in nominating Major Christopher Carter for the award of Out Standing Maximum Security Supervisor

CC. File

Texas Department of Criminal Justice Institutional Division

Inter-Office Communications

To: Whom it may concern

Date: May 5; 2003

From: C. Moore, Captain

Subject: Outstanding correctional Supervisor
Lieutenant Christopher Carter

I would like to nominate Lieutenant Christopher Carter of the Gib Lewis Unit for Outstanding

Correctional Supervisor in the TDCJ-ID Institutional and Operations Division Awards. Lieutenant

Carter began his career with the Institutional Division on February 01, 1995 upon being assigned as a

Correctional Officer to the Garza East Unit. During his tenure at the Garza East Unit, this fine staff

member rapidly excelled in his development as a Correctional Officer and was rewarded for his efforts

by being promoted to Sergeant of Correctional Officers at the Polunsky Unit on March 01, 1998.

During his time as a Sergeant, this outstanding individual proved that there were no obstacles or

challenges that he could no overcome either by sheer determination or by pure strength of character.

With his outstanding work ethic and his personal integrity to guide him in his interactions with both

staff and offenders, he quickly rose to attain the rank of lieutenant at the Polunsky Unit on February

01, 2000. After nearly two years of dedicated service to the Polunsky Unit as one of their top

supervisors, he opted, with deep regret, to tenure his employment with this agency and left our ranks

on May 31, 2002 in order to pursue other obligations to his family.

After a very brief hiatus from the Agency, he resumed employment with the Agency on November 04,

2003 upon being assigned to the Gib Lewis Unit. Almost immediately this stellar individual received

promotion to Sergeant at the Gib Lewis Unit on December 15, 2002. Shortly after his meteoric rise to

Sergeant, he was once again promoted to Lieutenant at the Gib Lewis Unit on February 01, 2003.

During his time at this Institution, Lieutenant Carter has proven to be the epitome of what all

Correctional Staff should strive to emulate in their development and evolution as Correctional Officers. Lieutenant Carter's clam self-assurance and his ability to intelligently and intrepidly overcome any challenge he is confronted with have made him a beacon of stability in the turmoil of: what correctional work is. Lieutenant Carter freely gives of himself to mentor to this staff and this along with his intrinsic grasp of the Agency's operational requirements, has made Lieutenant Carter's calm resolve and outstanding professionalism sets the example for not only subordinates but for his peers also. His faithful devotion to his chosen vocation and his steadfast integrity warrant his consideration for this prestige accolade of Outstanding Correctional Supervisor.

For State Agency Use Only:	
Applicant Number:	

APPLICANT EEO DATA FORM

The information requested is optional and is being collected for the purpose of reporting to Federal and Equal Employment
Opportunity Agencies and will not be considered as part of the application for employment. It will be separated from the application.

1. Job Posting Number	2. Last Name (Type or Print))	First	Middle					
032020	Carter	Christo	opher	George					
3. Address	City	State	ZIP Code	4. Daytime Phone	5. Work Phone				
					936-437-2811				
6. Sex 7. Birth Date	8. Ethnic Origin	ck 🏻 H-Hi	spanic \square A-	Asian 🏻 I-American Ir	ndian or Alaskan Native				
F- Female		 W-White ■ B-Black □ H-Hispanic □ A-Asian □ I-American Indian or Alaskan Native P-Native Hawaiian or Other Pacific Islander □ M-Two or More Races 							
9. Veteran	10. Surviving Spouse of V	Veteran wh	o has not	11. Orphan of Vetera	an				
☐ Yes ■ No	☐ Yes ■ No			☐ Yes ■ No					
12. Spouse of a member of the US armed forces or Texas National Guard serving on	13. Spouse and primary sou veteran who has a total disa least 70 percent or on individual	bility with a r	ating of at	14. Former Texas For younger	oster Youth 25 yrs of age				
active duty Yes No	☐ Yes ■ No		,,,	☐ Yes ■ No					
15. How did you first find out ab	out this job?	***************************************							
□ 02 - Job Fair □ 03 - Professional Public	□ 01 - Other State Employee □ 06 - Newspaper □ 11 - WorkInTexas.com □ 02 - Job Fair □ 07 - College/University Career Day □ 03 - Professional Publication □ 04 - Recruitment Poster □ 09 - Radio								
		S		plicant	7/10/2021 Date				
White – a person having origins	in any of the original peopl	es of Europ	e, the Middle	East, or North Africa.					
Black - a person having origins	in any of the black racial gr	roups of Afr	ica.						
Hispanic – a person of Cuban, race.	Mexican, Puerto Rican, Sou	uth or Centr	ral American,	or other Spanish cultur	e or origin, regardless of				
Asian – a person having origins for example, Cambodia, China,	in any of the original peopl India, Japan, Korea, Malay	es of the Fa sia, Pakista	ar East, South n, the Philippi	east Asia, or the Indiar ne Islands, Thailand, a	n subcontinent including, nd Vietnam.				
American Indian or Alaskan N Central America), and who main	ative – a person having ori tains tribal affiliation or con	gins in any nmunity atta	of the original achment.	peoples of North and	South America (including				
Native Hawaiian or Other Paci other Pacific Islands.	fic Islander – a person hav	ving origins	in any of the o	original peoples of Haw	<i>r</i> aii, Guam, Samoa, or				
Two or More Races - a person	who primarily identifies wit	h two or mo	ore of the abov	e race/ethnicity catego	ories.				
	AN EQUAL O	PPORTUN	ITY EMPLOY	ER					



ANGELA NE'COLE CHEVALIER TEXAS DEPARTMENT OF CRIMINAL JUSTICE DIRECTOR III – REGION IV

PROFILE

Correctional Professional with over 21 years of experience with the Texas Department of Criminal Justice, providing leadership, cultural change and a positive work environment. I am creative and innovative, possess the ability to adapt in an ever-changing world, remain poised under pressure, have excellent communication and people skills, relatability, outstanding leadership qualities, and the gift of situational awareness and discernment.

CONTACT angela.chevalier@tdcj.texas.gov



ACTIVITIES AND INTERESTS

Travel – Dancing – Singing – Spending Time with Loved Ones – Spiritual and Emotional Growth

EXPERIENCE

DIRECTOR III – REGION IVJULY 15, 2024 – PRESENT

SENIOR WARDEN JANUARY 1, 2021 – JULY 14, 2024

ASSISTANT WARDENJUNE 1, 2018 - DECEMBER 31, 2021

MAJOR OF CORRECTIONAL OFFICERS JULY 1, 2015 – MAY 31, 2015

CAPTAIN OF CORRECTIONAL OFFICERS

AUGUST 1, 2012 – JUNE 1, 2015

LIEUTENANT OF CORRECTIONAL OFFICERS JANUARY 1, 2009 – JULY 31, 2012

OPERATIONAL REVIEW/SERGEANT OF CORRECTIONAL OFFICERSNOVEMBER 1, 2007 – DECEMBER 31, 2009

CORRECTIONAL OFFICERS MAY 6, 2004 – OCTOBER 31, 2007

,

EDUCATION

MASTER OF SCIENCE IN CRIMINAL JUSTICE LEADERSHIP AND MANAGEMENT

SAM HOUSTON STATE UNIVERSITY, HUNTSVILLE, TEXAS AUGUST 15, 2015

BACHELOR OF SCIENCE IN CRIMINAL JUSTICE WITH A MINOR IN PSYCHOLOGY

SAM HOUSTON STATE UNIVERSITY, HUNTSVILLE, TEXAS MAY 14, 2005

ASSOCIATE IN ART IN CRIMINAL JUSTICE

HOUSTON COMMUNITY COLLEGE NOVEMBER 5, 2002



July 11, 2025

Dear Chairman Eric Nichols and Members of the Texas Board of Criminal Justice:

Without knowing what other candidates may have applied for this role, and I know there likely are other great candidates, I am writing today to recommend Angela Chevalier for the role of Executive Director of the Texas Department of Criminal Justice. I was introduced to her as the Senior Warden of the Mark W. Stiles Unit in May of 2024, during the Mike Barber Ministries Spiritual Awareness Conference and Weekend of Excitement.

Ms. Chevalier demonstrated a level of professionalism, commitment, dedication, leadership and engagement with her staff and men in her custody that left a lasting impression. There was outstanding organization of unit operations, an open line of communication and willingness to assist that created a productive environment for spiritual growth. It was clear that she was a full supporter of the mission that the ministry was set to accomplish. While preparing for the conference, a severe storm of high winds and rain threatened to cause serious logistical issues. Ms. Chevalier stood side by side with the ministry crew, the incarcerated men and her staff as they worked tirelessly as a team through the storm to prevent damage to the tent and equipment stored underneath. During the conference, she displayed an act of compassion and caring for one of the men in medical distress. In addition, she testified to the men about her personal struggles through life and her own spiritual development, and she was baptized alongside the men that day by an ex-incarcerated man who was once under her supervision.

I have a deep professional respect for Ms. Chevalier and sincerely believe that her leadership style demonstrates that of a true servant leader. She leads with professional knowledge and experience combined with humility and compassion. Her leadership is a true benefit to the Texas Department of Criminal Justice, and for that reason I submit this letter of recommendation.

As Iron Sharpens,

Mike Barber Acts 20:24

086 MIKEBARBER



Texas Department of Criminal Justice

Felipe Gonzalez Senior Warden

July 11, 2025

Dear Members of the Texas Board of Criminal Justice,

I would like to start by saying I have known Region IV Director, Angela Chevalier, for over 20 years. Over the 20 years of our professional career, I have witnessed Ms. Chevalier climb the career ladder in every security position available in the agency from a correctional officer to her current position of Region IV Director. I hold Ms. Chevalier in high regard while advancing up the career ladder. At every position Ms. Chevalier has held, she has strived for excellence and grown into the position to learn and be knowledgeable of the position she has advanced too.

Ms. Chevalier has demonstrated great leadership skills and qualities to lead her subordinates in the proper direction. Ms. Chevalier has also demonstrated great people and communication techniques when interacting with subordinates, employees, and the inmate population. Ms. Chevalier has always displayed these qualities and has made it a priority in her professional career and personal life to hold those qualities close and display them on an everyday basis. Ms. Chevalier has always dedicated herself to impact all employees within the Texas Department of Criminal Justice in a positive manner. Through her qualities of being a great communicator and leader, she has promoted her subordinates and others to continue to grow in their professional careers and personal life. As a great leader she is always providing advice and passing positive comments to assist in becoming a better employee for the agency and become a well-rounded individual.

On a personal note, Ms. Chevalier has always put family first and ensures her subordinates are keeping their families in the forefront and ensuring they remember why they are working for the agency. It has been a great privilege and honor to work with her and under her supervision as a Senior Warden with the Agency. I would recommend Ms. Chevalier for any leadership position with the Agency as she strives for excellence and continues to meet the needs of the employees, clients, and individuals under our supervision for the Texas Department of Criminal Justice and the citizens of the State of Texas. I would like to recommend Ms. Chevalier for the position of Executive Director of the Texas Department of Criminal Justice.

Best wishes,

Felipe Gonzalez Senior Warden

Lopez/Segovia Complex

RE: Letter of recommendation for Angela Chevalier

Dear Members of the Texas Board of Criminal Justice:

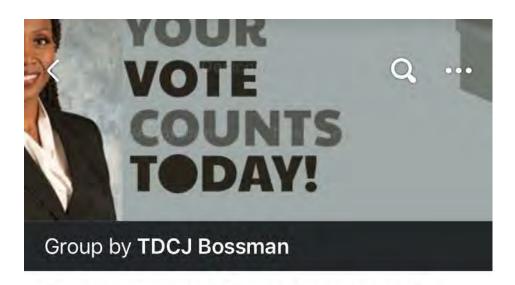
I am honored to write this letter of recommend for Angela Chevalier for the position of Executive Director of the Texas Department of Criminal Justice. I was blessed to have supervised Angela for 8 years in my role as the Region III Director and have experienced her growth and development as she progressed in her career.

My first encounter with Angela was as a Major of the Hospital Galveston Unit just after Hurricane Harvey. I was instantly impressed with her professionalism in a crisis situation and her commitment and dedication to the agency. I discovered her working in the wardens office and when asked where her uniforms were, she humbly stated that she did not have any that were clean. She explained that she had been sleeping on the unit for over two weeks due to living over an hour away and was going to Walmart to purchase clothing. In addition, she was the only leadership on the unit at the time as the Senior Warden had retired prior to the incident. She possessed a knowledge of the Hospital Galveston Unit operations, and her presence ensure that all operations ran without pause for concern. She was outstanding Assistant Warden at the Darrington (now Memorial) Unit, but she really stepped into her light as the Senior Warden of the Mark W. Stiles Unit. The unit needed a strong leader. Angela displayed professional courage and accepted the challenge without hesitation. In a short amount of time, with her grit, determination, creativity and progressive innovations, she changed the culture on the Stiles Unit in an unprecedented positive direction. Angela's presence could be felt throughout the facility even when she was not there.

As a professional, Angela was always a pleasure to work with. Her commitment, courage, integrity, perseverance and dedication are evident in everything she does. She leads with both her mind and her heart. She truly is a transformational leader. Based on my experience with her, I submit my highest recommendation. If any further information is needed, please do not hesitate to contact me.

Sincerely,

Maricia Jackson



Campaign to Appoint Angela Chevalier as TDCJ Executive Director >





Campaign to Appoi...



TDCJ Bossman ♦ Admin Jun 7 · 🚱

Let's campaign to appoint Angela Chevalier as the new TDCJ Executive Director See more



DD 3 17

10 comments 9 shares



Comment Send Share





TDCJ Bossman's post



Linda-Mike Mexico

She was the warden at Stiles before being promoted to Regional Director. I had numerous dealings with her, all extremely positive. She is an amazing person, very innovative and forward thinking. She recognized potential and encouraged and supported that potential. Right before she was promoted, she introduced a number of innovative programs, selected by her after inmates came forward with their ideas. They were very well received, and just indicative of her personal commitment to be part of the solution and not the problem. I truly believe she would make a huge difference in TDCJ if she was appointed to that position. Is there a petition to sign?

4w Like Reply





1

TDCJ Bossman's post





JerMallory Barnes

She was my assistant warden at Darrington i seen her do 100+ moves during covid, ive seen her step in and run shift as a AW, ive also seen her even get her hands dirty in Uof and she ran the penitentiary with iron fist while maintaining the guild lines of policy and procedure a true Leader one of the best people ive ever met while working for the agency.

4w Like Reply





Jose Perez · Add friend

She was a great major and would be a awsome EXECUTIVE DIRECTOR she is a great person to work under

4w Like Reply



Savanna Trowbridge

Angela Chevalier, now THIS is something I could/would get behind SO fast!!! Ma'am, you'll be "that" wall before you know it with all you have done with and for the agency! Miss you!



Jose Perez · Add friend

She was a great major and would be a awsome EXECUTIVE DIRECTOR she is a great person to work under

4w Like Reply



Savanna Trowbridge

Angela Chevalier, now THIS is something I could/would get behind SO fast!!! Ma'am, you'll be "that" wall before you know it with all you have done with and for the agency! Miss you!

3w Like Reply



Johnniee Sax

She definitely made a very positive impression with me, the first & only time I had any dealings with her! I still have her card she gave me. She was warden at HG at that time, July 2022.

3w Like Reply



Ken Brown

I would proudly vote for her as Executive Director. She is Firm, Fair and Consistent with officers and Rank. She is definitely a leader I would follow.





TDCJ Bossman updated the group cover photo.

♦ Admin Jun 7 · 🕙













2 shares

All comments ~

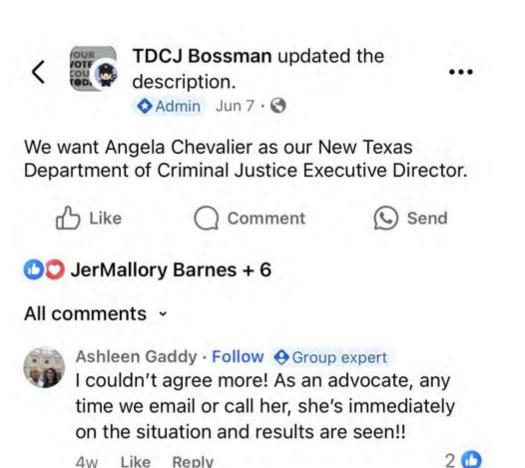


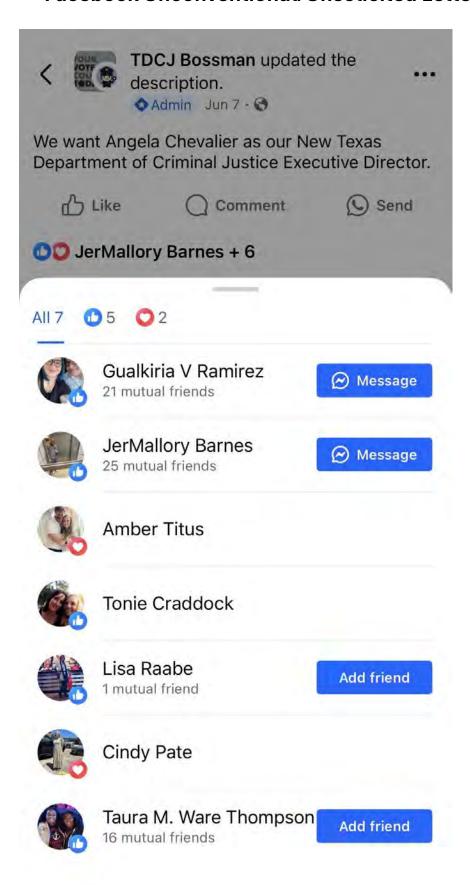
Jose Perez · Add friend We're do we vote

4w Like Reply



Jose Perez We can't vote, but we can influence the minds of the Texas Board of Criminal Justice. We need to get as many followers of this group as possible. We need to be publishing the great stories of Angela Chevalier. Together, we can do it.









Campaign to Appoi...



TDCJ Bossman

Admin Jul 3 · 3

Tell Angela Chevalier that we are cheering for her!







Texas Department of Criminal Justice *

Jul 3 . 3

This July 4, as we celebrate the values of service, leadership, and commitment to public safety, the Texas Board of Criminal Justice invites qualified individuals to explore a key leadership opportunity with the Texas Department of Criminal Justice.

The Executive Director position remains open through July 12, and we continue to welcome applications from experienced leaders who exemplify integrity, innovation, and dedication to public service in our great state. If you or someone you know is called to serve at the highest level of public safety leadership, we encourage you to learn more and apply at https://www.tdcj.texas.gov/news/ executive_director_search.html.

From all of us at the Texas Board of Criminal Justice, have a safe and meaningful Independence Day!



Texas Board of Criminal Justice Meeting

Join the Texas Board of Criminal Justice meeting who may talk about the search for the next Executive Director of TDCJ. (Hopefully, Angela Chevalier! \(\bigcup_{\text{\cup}}\))

- TDCJ Bossman 🧝

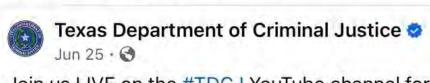
#TDCJBossman

#TDCJUnCensored

#TDCJ

Campaign to Appoint Angela Chevalier as TDCJ Executive Director

https://www.facebook.com/share/p/1BhowPjHAv/



Join us LIVE on the #TDCJ YouTube channel for the 241st meeting of the Texas Board of Criminal Justice (TBCJ) and the 348th meeting of the Windham School District (WSD) Board of Trustees on Thursday, June 26!





NAME

E-MAIL ADDRESS

Chevalier, Angela Ne'Cole

(Street)

(First)

Angela.Chevalier@tdcj.texas.gov

(City)

(Last)

THE STATE OF TEXAS APPLICATION FOR EMPLOYMENT

For State Agency Us	e Only
Date received	
Time received	
Received by	

(Daytime Phone)

(Work Phone, Optional)

(254) 248-7339

<u>PRINT IN BLACK INK OR TYPE</u>. These instructions must be followed exactly. Fill out application form completely. If questions are not applicable, enter "NA." **Do not leave questions blank**. Be sure to sign when completed. The State of Texas is an Equal Opportunity Employer and does not discriminate on the basis of race, color, national origin, sex, religion, age or disability in employment or the provision of services. You may make copies of this application and enter different position titles, but <u>each copy must be signed</u>. **Resumes will not be accepted in lieu of applications**, unless specifically stated in the job vacancy notice. This application becomes public record and is subject to disclosure.

With few exceptions, you have the right to request and be informed about information that the State of Texas collects about you. You are entitled to receive and review the information upon request. You also have the right to ask the state agency to correct any information that is determined to be incorrect. (Reference: Government Code, Sections 552.021, 552.023 and 559.004.)

(Middle)

(State)

(Zip)

(Country)

	of position or type of work and	location	for wh	ich yo	u wish to	wish to Job Posting Nu		Closing Date	e	
apply: Executive Dir	ector (Austin/Huntsville Tex		032020		07/12/2025					
apply:	gency with which you wish to artment of Criminal Jus	re	o you l lations		any relatives w	orking for this	agency? If s	o, list names a	nd	
	rt-Time Summer Temp/Projo)ate av		for work? 07/1			7 years of age?		
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Schools

If a license, certificate or other aut	horization is		elated to the position for which you are applying, complete	the following:
LICENSE/CERTIFICATION (P.E., R.N., Attorney, C.P.A., etc.)	Date	Date	Issued by/Location of issuing authority	
(r.E., K.N., Attorney, C.F.A., etc.)	issued	expires	(State or other authority) (City & State)	License No.
		+		
calculators, printing or graphics eq	uipment, co	mputer equipn	raining or skills you possess and machines or office equip nent, types of software and hardware. (Attach additional p ent, hardware, and software. Excellent	age, if necessary.)
			her and mentor. Incredible time mana with an ever changing environment.	gement skills.
Approximately how many words pe	er minute do	you type?	40+	
Sign Language (If required for this	position) Ye	s No 🔳	Are you a certifi	ed interpreter? Yes \(\square\) No \(\square\)
Do you speak a language other that If yes, what language(s) do you sp		(If required for	this position) Yes No How fluently? F	air 🔲 Good 🔲 Excellent 🔲
Do you write in a language other the lf yes, which language(s)	nan English?	? (If required fo	or this position) Yes No	
Have you ever been employed by	the State of	Texas? Yes	No ☐ Are you currently employed by the S	tate of Texas? Yes No
If you have been previously emplo	yed by the S	State of Texas,	list the agency/agencies:	
Currently - TDCJ				
FORMER FOSTER YOUTH (Verifi	cation may	be required.)		
			of Family and Protective Services on the day before your 1	8 th birthday? Yes ☐ No ■
If yes, are you currently 25 y	ears of age	or younger?	∕es ☐ No ☐	
MILITARY SERVICE (A copy of a	eport of sep	paration from the	ne Armed Services may be required.)	
Are you a veteran? Yes ☐ I	No ■ If y	es, list type of	discharge	
Dates of Service (From/To):				
Are you a surviving spouse Are you a surviving orphan				
If yes, complete dates of set (From/To):	vice for vete	eran		<u> </u>
	nary source		tes or Texas National Guard serving on active duty? Yes a veteran who has a total disability with a rating of at least	
			NG STATEMENTS CAREFULLY AND INDICATE Y CEPTANCE BY SIGNING IN THE SPACE PROVIDE	
			nnection with my application, whether on this documen alsification, or omission of information may be grounds	
2. I understand that as a cond	CALL THE REAL PROPERTY OF THE PARTY OF THE P	STREET, STREET	l be required to provide legal proof of authorization to v	
I understand that the State of present either proof of regis			es who are 18 through 25 and required to register with registration upon hire.	the Selective Service, to
4. I understand that some state	e agencies	will check wit	h the Texas Department of Public Safety, the Federal E dance with applicable statutes.	Sureau of Investigation or
I authorize any of the person previous employment, educe	ns or organ ation, or an	izations refer y other inform	enced in this application to give you any and all information they might have, personal or otherwise, with regirties from all liability from any damages which may res	ard to any of the subjects
THIS APPLICATION MUST BI				
SIGNED	SIGN	HERE: X		07/09/2025

Signature - Applicant (0923)Page 2 of 4

EMPLOYMENT HISTORY

This information will be the official record of your employment history and must accurately reflect all significant duties performed. Summaries of experience should clearly describe your qualifications.

- 1. <u>Include ALL employment. Begin with your current or last position and work back to your first.</u> Employment history should include **each position** held, even those with the same employer.
- 2. EMPLOYER ADDRESSES MUST BE COMPLETE MAILING ADDRESSES, INCLUDING ZIP CODE.
- 3. Answer all questions and completely summarize your experience including technical and managerial responsibilities and any special training, skills and qualifications for each position you have held.

If you need additional space to adequately describe your employment history, you may use this employment history sheet or attach a typed employment history providing the same information in the same format as this application form.

Name Chevalier, Angela Ne'Cole		
Last First M	Middle	
Position Title: Employer: Mailing Address: City & State/ZIP: Employer's Telephone No.: Starting Date Leaving Date Mo. Day Yr. Mo. Day Yr. Final Salary Or 15 24 Director III - Region IV Texas Department of Criminal Justice 102 Current/ Final Salary Final Salary Supervisory/Managerial Supervisory/Managerial	Immediate Supervisor Name: L.E. Townsend Title: Deputv Division Director Supervisor's Telephone No.: If supervisory, number of employees you supervised: 4700+	Full-Time Part-Time Summer Summer Sive average # of hours worked per week if part-time:
Summary of experience including special training/skills/qualifications you have used in	the performance of this job:	
Provide direction and guidance in strategic operations an State Jails. Establish the strategic plan, goals and object monitor compliance. Establish priorities, standards and morogress. Coordinated and evaluate program activities. It and recommend staffing and funding for program activities Supervise with extensive latitude for the use of initiative a approve management, productivity, and financial reports investigations, internal audits, research studies, forecasts direction and guidance. Direct preparation, development, develops the agency's position regarding legislative impasspecific reason for leaving: Current Position	ives, policies, procedures, peasurement tools for deter dentify the need to revise pers. Review and approve built and independent judgment, and studies. Review results and modeling exercises to review and revision of legi	guidelines and mining rogram areas dgets. Review and ts of special provide slation and
Position Title: Employer: Mailing Address: City & State/ZIP Employer's Telephone No.: Senior Warden II Texas Department of Criminal Justice 3060 FM 3514 Beaumont. TX 77705 (281) 369-3736 Starting Date Leaving Date Current/ Mo. Day Yr Mo. Day Yr. Final Salary 01 01 01 21 07 14 24 \$9,633.47 Supervisory/Managerial	Immediate Supervisor Name: Maricia Jackson Title: Director III. Region 3 Supervisor's Telephone No.: If supervisory, number of employees you supervised: 500+	Full-Time Part-Time Summer Temp/Project Give average # of hours worked per week if part-time: 40+
Summary of experience including special training/skills/qualifications you have used in Warden I at Havins Unit, Warden II at Hospital Galveston Unit - Supervising (approximately) 20+ Departments Head Captains, 34 Sergeants and 400+ Correctional Officers/not facilities. Direct facility operations in the overall management equipment, permanent improvements, and property of the procedures and practices relating to the security of offend procedures, rules, and regulations are enforced. Plan, direct emergencies. Direct work assignments, classification compositions are enforced.	and Young Units, Ellis Unids, 2 Assistant Wardens, 2 on-uniformed staff. Managerent and administration of secorrectional facility; and a ders and ensures that policect, and coordinate operations.	Majors, 10 e correctional staff, officers, dminister ies, ions during

(0519) Page 3 of 4

on offenders. Direct inspections of the facility and determines whether improvements are

and equipment. Oversee staffing, retention, and recruiting. All other duties as needed.

Specific reason for leaving: Promoted

necessary and directs and approve requisitions, inventory, and issuance of supplies, materials,

Position Title: Employer: Mailing Address: City & State/ZIP: Employer's Telephone No.: Starting Date Mo. Day Yr. Mo 06 01 18 12	Leaving Date Current/ D. Day Yr. Final Salary Non-managerial	Immediate Supervisor Name: Maricia Jackson Title: Director III - Region 3 Supervisor's Telephone No.: If supervisory, number of employees you supervised: 500+	Full-Time Part-Time Summer Temp/Project Give average # of hours worked per week if part-time: 40+	_
Supervising (appro 300+ Correctional and procedures; d control, security, a property of the cor regulations; and e security; respond to documentation of on offenders. Direct and determines where	cluding special training/skills/qualifications you have used in the eximately) 20 Departments Heads, 2 Mark Officers/non-uniformed staff. Manage collirect security, housing, and facility operation administration of staff, offenders, equational facility; ensure compliance with inforce disciplinary rules. Plan and direct to and planning for emergency situations work assignments, classification committed inspections of the living accommodation that improvements are necessary; over dispersions of the approve requisitions for materials and	ajors, 8 Captains, 24 Serge orrectional facilities; admin tions. Direct operations re ipment, permanent impro- n policies, procedures, rule t procedures and practices a. Oversee the preparation tee, rehabilitative records, ons of offenders for proper ersee building maintenance	nister policies egarding the vements, and es, and es relating to and and reports r sanitation e and	
Specific reason for leaving	^{ng:} Promoted			
Position Title: Employer: Mailing Address:	Maior of Correctional Officers Texas Department of Criminal Justice P.O. Box 48, Substation #1	Immediate Supervisor Name: Maricia Jackson Title:	Full-Time Part-Time Summer	

supervised: 500+ \$ 4,453.12 Summary of experience including special training/skills/qualifications you have used in the performance of this job:

Non-managerial

Supervisory/Managerial

P.O. Box 48. Substation #1 Galveston. TX 77555 (281) 369-3736

Current/

Final Salary

Leaving Date

Day

Mo.

(Hospital Galveston and Young Units) - Supervising (approximately) 20 Departments Heads, 8 Captains, 24 Sergeants and 300+ Correctional Officers/non-uniformed staff. Maintain unit security, perform other administrative duties, and ensure all activities are conducted in accordance with the Texas Department of Criminal Justice, unit, and departmental policies. Interview and assign all correctional staff to specific shifts or special work assignments. Provide necessary instruction to all correctional staff, departmental staff and offenders to ensure all daily activities are implemented and performed properly. Frequently conduct unannounced daily inspections of all areas. Address policy violations as per policy. Investigate allegations of staff and offender misconduct. Coordinate with the warden and the Office of the Inspector General. Ensure all mandatory training is conducted. Assign inmates to housing and jobs. Ensure all unit activities and turnouts are conducted in accordance with the units 24-hour building schedule. Ensure incidents occurring at the unit are investigated. Reviews of video surveillance recordings. Act as duty warden. Serve as chairperson on the Unit Classification Committee or Restrictive Housing Committee. Review. monitor, and track Inmate Protection Investigations. Respond to and provide assistance as required for activation of the Incident Command System. Perform any other duties assigned.

Temp/Project

Give average #

week if part-time:

of hours worked per

Director III - Region 3

If supervisory, number of employees you

Supervisor's Telephone No.:

 $\overline{\mathbf{v}}$

Specific reason for leaving: Promoted

City & State/ZIP:

Mo.

Employer's Telephone No.:

Starting Date

Day

(0519)Page 4 of 4

Mailin City &	on Title: (oyer: Texa g Addres State/Zli oyer's Tel	s: Depar s: 5155 P: Rosh	tment of FM 655 aron, TX	f Crimina 77583	l Justice	ė			Immediate Supervisor Name: Richard Babcock Title: Major Supervisor's Telephone No.:	Full-Time X Part-Time Summer Temp/Project Sive average #
S	arting Da	ate	Le	aving Da	ate	Current/	Technical			of hours worked per
Mo.	Day	Yr.	Mo.	Day	Yr.	Final Salary			If supervisory, number of employees you	week if part-time:
08	01	12	06	01	15	\$ 3,751.54	Supervisory/Managerial		supervised: 400+ the performance of this job:	40+
Docum he Insp Ensure supervi and pro	ent policy pector Ger daily insp sors. Serv	violationeral as pections re as Distance as	ons as peneeded. and require	er policy Attend sl uired doc y Hearing d for acti	and approint turn umentate Office vation o	roval or denial outs. Ensure all ion are comple r and chairpers	of time off. Investigate allo l unit activities and turnout ted. Conduct a review of v on on the Unit Classification	egations are ideo son Co	ting and documenting unannounced inspectors of misconduct and coordinate with the conducted in accordance with the 24-hour surveillance recordings. Ensure all counts immittee or Restrictive Housing Committee mergency situations. Perform any other during the conduction of the conduc	warden and the Office of building schedule. are conducted by shift e as needed. Respond to
Speci	fia vaaa	on for le		B						
Position Emplo Mailin City & Emplo Si Mo.	on Title: I byer: Texa g Addres State/Zli byer's Tel tarting Day	ieutenar is Depar s: 59 Da p: Rosha ephone ate Yr.	nt of Continent of trington TX No.: (2	rrectional f Crimina Road 77583 881)595 eaving Day	Officer 1 Justice -3465 ate Yr.	Current/ Final Salary	Technical Non-managerial		Immediate Supervisor Name: Jerry Sanchez Title: Major Supervisor's Telephone No.: If supervisory, number of employees you	Full-Time X Part-Time Summer Temp/Project Give average # of hours worked per week if part-time:
Position Emplo Mailin City & Emplo Si Mo. 01 Summ	on Title: I byer: Texa g Addres State/Zll byer's Tel carting Day 01 nary of ex	ieutenar is Depar s: 59 Da p- Rosha ephone ate Yr. 09 cperienc	nt of Continent of	rectional f Crimina Road 77583 (81)595 eaving Day Day 31 ding spe	Officer 1 Justice -3465 ate Yr. 12 cial tra	Current/ Final Salary \$ 3,402.74 ining/skills/qu	Non-managerial Supervisory/Managerial alifications you have use	x ed in	Jerry Sanchez Title: Major Supervisor's Telephone No.: If supervisory, number of employees you supervised: 300+ the performance of this job:	Summer Temp/Project Sive average # of hours worked per week if part-time:
Position Employment Mailin City & Employment Mo. 01 Summ (Terrel correct and deposite and rel Counse Course Counse Counse Course Counse Counse Counse Mailing Mo. 20 Mailin	on Title: I over: Texa g Addres State/Zl over's Tel arting Day 01 mary of example of the control	ieutenais Depar s: 59 Da P. Rosha ephone ate Yr. 09 operience Darring ers in m I policy. cers by f off and o inent intrestants	nt of Content of trington TX No.: (2 Mo. 07 ce incluston Unitarini Provide frequenti ffender: formatio aff. Con	rectional Crimina Road (77583 (81)595	-3465 ate Yr. 12 cial tra rvising (dy and c ry instru ring and cict, in cc e all man ants. Act	Current/ Final Salary \$ 3,402.74 ining/skills/que (approximately) ontrol of the of octions to correct d appropriately ordination with indatory training as the minor di	Non-managerial Supervisory/Managerial alifications you have use) 20+ Sergeants and 300+ ffender population during a ctional officers to ensure al documenting unannounced the warden, and when ap g is conducted. Assign com	ed in Corre assign Il dail d insp proprection	Jerry Sanchez Title: Major Supervisor's Telephone No.: If supervisory, number of employees you supervised: 300+	Summer Temp/Project Give average # of hours worked per week if part-time: 40+ ist with the supervision o noted according to unit d properly. Supervise d. Investigate all conduct shift meetings form weekly inspections.

Positio	n Title: C	peration	al Revie	ew Serge	ant				Immediate Supervisor Name:	Full-Time	\boxtimes
Employer: Texas Department of Criminal Justice Mailing Address: 1300 FM 655									Joe Moya	Part-Time	
				77592					Title:	Summer	
	State/ZIF yer's Tel				2/01				Assistant Warden Supervisor's Telephone No.:	Temp/Project	
	-	•								Give average #	
_	arting Da	_		aving Da		Current/	Technical	H	Maria de la companya del companya de la companya de la companya del companya de la companya de l	of hours worked per	
Mo.	Day	Yr.	Mo.	Day	Yr.	Final Salary	Non-managerial Supervisory/Managerial	×	If supervisory, number of employees you	week if part-time:	
11 Summ	01	07	12	31	09	\$2984.56	. , ,		supervised: 300+ e performance of this job:	40+	
departm custody lieutena giving s required correcti- officers appropr coordin- searches supervis situation	and cont int in cond pecial ord. Discussional offic to ensure iately doc ation with s are bein sion in the n arises. F	as and of rol of the ducting siders or in sing any ter review all daily cumenting the war g proper e dining Respond	her units e inmate shift mech structio problem ws and u activiti g unann den, and ly condu hall duri to and p	s as needed populative tings with the same and the same are impounced in the same are the same a	ed, to er on durir th correce eded. Isstered or ds the pe plement inspection propriational times. Issistance	asure compliance ag assigned shift ctional officers suing equipmer anticipated. A cost order for the ted and perform ons of all areas te, the Office of y. Directly mo ter as required fo	te and report findings as a care and ensure all activities scheduled for duty each at the Ensuring all mandators, saist the lieutenant in asse assigned duty post or are properly. Supervise of the Inspector General. A care into rinmate movement at tify the lieutenant or app.	needed es are c day by y traini igning rea. Pe correcti Report Assist t nd sear ropriate	Correctional Officers/non-uniformed staf. Assist with the supervision of correction onducted according to unit and departmen informing correctional officers of pertinen general correctional officers is conducted a correctional officers to daily shift assignment of the correctional officers to daily shift assignment of the correctional officers and offenders by frequently conducted and investigate all allegations of staff or other captain or lieutenant in conducting courses. Ensure the unit's building schedule escurity supervisor if an unusual, non-remand System (ICS) for an emergency situatery supervisor.	al officers in maintain tal policy. Assist the it new information, and documented as ients. Ensure each uction to correctional conducting and offender misconduct, i ints. Ensure that cell is adhered to. Provid- outine, or emergency	ning n
Positio Employ	n Title: Cyer: Texa	orrections Depart	nal Offic ment of	er					Immediate Supervisor Name: Rodger Boykin Title:	Full-Time Part-Time Summer	× □
City &	State/ZII yer's Tel	: Hunts	ville, TX	X 77349 36) 295-	-9126				Captain Supervisor's Telephone No.:	Temp/Project	
St	arting Da	ate	Le	aving Da	ate	Current/	Technical		(Give average # of hours worked per	
Mo.	Day	Yr.	Mo.	Day	Yr.	Final Salary	Non-managerial	×	If supervisory, number of employees you	week if part-time:	
05	06	04	10	31	07	\$ 2,589.72	Supervisory/Managerial		supervised:	40+	
Ensure clothing cannot p are pres television timely r Enforce or emer	the safety g. Inventor produce a gent and a on to the a manner. N a inmate r gency situ	and secony and it valid la counted appropriation and uation are	urity off nspect a y-in to a l for. Co ate chan possessi write in ises. Ini	enders ar ill equipm security anduct security anduct security and on of all mate disc tiate the l	nd staff. nent. Co supervi curity ch itor and security ciplinary incident	Conduct Cou ordinate inmate sor. Conduct in necks every 30 seek care for in related equipm reports for rul	nt. Ensure inmates are give turnouts with the shift's gress and egress. Turn in minutes. Conduct inspect mates as needed. Maint nent and report any deficite infractions when appro-	iven the upervisumates tions. Cain the iencies priate.	e performance of this job: e opportunity to shower, perform bodily fusior. Report inmates who fail to turn out for out for activities. Monitor dayroom and complete confidentiality of all inmate mail and ension finishing equipment to the security super Immediately notify a security supervisor in action requiring immediate attention and a	required activities an ellblock. Ensure all ke n votes and switch the are it is distributed in a rvisor immediately. f an unusual, non-rout	eys e a
	ic reaso										

Texas Department of Criminal Justice

EMPLOYMENT APPLICATION SUPPLEMENT FOR AGENCY APPLICANTS

INSTRUCTIONS: This form should be completed by all applicants who are current employees of the Texas Department of Criminal Justice. All questions must be answered in full. Print in BLACK INK or TYPE

NOTE TO APPLICANTS: With few exceptions, you are entitled upon request: (1) to be informed about the information the TDCJ collects about you; and (2) under Texas Government Code §§ 552.021 and 552.023, to receive and review the collected information. Under Texas Government Code § 559.004, you are also entitled to request, in accordance with TDCJ procedures, that incorrect information the TDCJ has collected about you be corrected.

1.	NAME: Chevalier	Angela	Ne' Cole	2. SOCIAL SECURITY NO.
	Last (As it appe	First ars on your Social Secur	Middle rity Card)	
3.	DATE OF BIRTH: (NOTE: The date and place background investigation.)	of birth are required to es		E OF BIRTH (STATE): t least 18 years old and to help establish identity in conducting a criminal
5.	DRIVER'S LICENSE	NO.:		STATE
6.	Are you related to any If yes, list name, relation			exas Board of Criminal Justice? Y
7.	Are you willing to work	k any day of the wee	ek required for the posit	ion for which you are applying? Yes 🗸 No 🗌
8.	Are you or any immedi related to a current or f name of the offender(s)	ormer TDCI offende		not limited to your parent, brother, sister, spouse or child) arole)? If yes, provide the
9.		ludes marriage, com	mon-law marriage, live	thip with a current or former TDCJ offender (incarcerated ed together or had a child together?
10.	Do you have a current leparole)? Yes No V			th a current or former TDCJ offender (incarcerated or on of the offender(s):
11.	Are you on a current T. If yes, provide the nam			
12.	Have you corresponded If yes, provide the name			der?
13a.	Have you engaged in seinstitution? Yes ☐ N		on, jail, lockup, comm	mity confinement facility, juvenile facility, or other
13b.				exual activity in the community facilitated by force, overt or not or was unable to consent or refuse? Yes \(\subseteq \text{No } \(\subseteq \)
13c.				aged in sexual activity in the community facilitated by force, or consent or was unable to consent or refuse?
13d.	Have you been involve If yes, please explain:	d in any substantiate	d incidents of sexual h	arassment? Yes No 🗸
	All employees, who activity described in			igible for promotion if they have committed any
				ve, you may be required to complete and submit a PERS ailable from the TDCJ website.
or o				correct to the best of my knowledge and that I have not evaded falsification constitutes grounds for refusing or terminating
				sclose any sexual misconduct during the term of my isconduct on my part while working for previous employers.
Sian	ature:			Date: 7/9/2025

PERS 598 (02/19)

APPLICANT EEO DATA FORM

For State Agency Use Only:	
Applicant Number:	

The information requested is optional and is being collected for the purpose of reporting to Federal and Equal Employment Opportunity Agencies and will not be considered as part of the application for employment. It will be separated from the application.

1. Job Posting Number	2. Last Name (Type or Print) First	Middle	
032020	Chevalier, Angela Ne'Cole		
	, ,	5. Work Phone (254) 248-7	
6. Sex 7. Birth Date M-Male F- Female	8. Ethnic Origin ☐ W-White ■ B-Black ☐ H-Hispanic ☐ A ☐ P-Native Hawaiian or Other Pacific Island	A-Asian ☐ I-American Indian or Alaskan	
9. Veteran Yes No	10. Surviving Spouse of Veteran who has not remarried ☐ Yes ☐ No	11. Orphan of Veteran Yes No	A
12. Spouse of a member of the US armed forces or Texas National Guard serving on active duty Yes No	13. Spouse and primary source of income for a veteran who has a total disability with a rating of at least 70 percent or on individual unemployability Yes No	14. Former Texas Foster Youth 25 year younger Yes	rs of age
□ 05 - Television	□ 09 – Radio ■ 10 - Agency Web Site - Internet	07/09/20	025
	Signature – A		
White – a person having origins	in any of the original peoples of Europe, the Midd	le East, or North Africa.	
Black – a person having origins	in any of the black racial groups of Africa.		
Hispanic – a person of Cuban, I race.	Mexican, Puerto Rican, South or Central American	ı, or other Spanish culture or origin, regar	rdless of
	in any of the original peoples of the Far East, Sou ndia, Japan, Korea, Malaysia, Pakistan, the Philip		ncluding
	ative – a person having origins in any of the origin tains tribal affiliation or community attachment.	al peoples of North and South America (i	including
Native Hawaiian or Other Pacific other Pacific Islands.	fic Islander – a person having origins in any of the	e original peoples of Hawaii, Guam, Sam	oa, or
Two or More Races – a person	who primarily identifies with two or more of the ab	ove race/ethnicity categories.	
	AN EQUAL OPPORTUNITY EMPLO	YER	

Kaitlin Davis

7/1/2025

Texas Board of Criminal Justice

Dear Members of the Texas Board of Criminal Justice,

I am writing to express my strong interest in the Executive Director position with the Texas Department of Criminal Justice (TDCJ). With over seven years of high-level leadership in corrections, supervision, policy implementation, and statewide program administration, I bring a deep commitment to public safety, operational excellence, and data-driven rehabilitation practices.

In my previous role overseeing 27 counties in Middle Tennessee, I led operations impacting over 1,500 registered sex offenders and supervised nearly 60 staff members. I developed and implemented regional strategies to strengthen compliance, improve audit performance, and optimize resource allocation. These efforts resulted in a 60% increase in staff retention and substantial improvements in operational effectiveness. I also played a critical role in managing the rollout of a statewide offender notification system and the upgrade of GPS electronic monitoring, projects that required collaboration across IT, executive leadership, and community partners.

My leadership philosophy is grounded in integrity, accountability, and continuous improvement—principles that align closely with the mission of the Texas Department of Criminal Justice. I have extensive experience in directing complex operations, implementing evidence-based practices, ensuring legal and regulatory compliance, and building effective relationships across government, legislative bodies, and local stakeholders. I am also deeply familiar with the challenges and responsibilities associated with large-scale agency leadership, including emergency operations, policy development, and public engagement.

I am confident that my background in strategic planning, interagency coordination, staff development, and performance evaluation equips me to successfully fulfill the duties outlined in Chapter 493 of the Texas Government Code. I am passionate about advancing TDCJ's role in public safety, rehabilitation, and reintegration—and I am ready to lead the agency with focus, transparency, and a vision for measurable impact.

Thank you for considering my application. I would be honored to further discuss how my leadership and experience can support the continued success of TDCJ and the great state of Texas.

Sincerely,

Kaitlin Davis

Kaitlin Davis

Professional Experience

Tennessee Department of Correction

December 2022- March 2025

Middle Region Specialized Director

- Oversight of 27 counties in Middle Tennessee
- Oversight of approximately 1500 active registered sex offenders
- Oversight of approximately 60 staff members
- Ensure Specialized Caseloads Managers are communicating with Specialized Officers weekly, at a minimum. Assist in the development of any reports and data requirements to support regional compliance.
- Assist in the development of strategies for case management and new initiatives.
- Evaluate staff resources and caseload equalization within the region are aligned to support the most efficient use of resources.
- Ensure the criminal justice stakeholder outreach metric is met with a 95% completion rate.
- Assisted with a statewide GPS tag change to ensure all offenders on GPS are using the current 4g electronic monitoring tags.
- Responsibility to create, present, and implement trainings statewide.
- Coordinate with multiple community stakeholders to ensure proper implementation of policies and procedures. Communicate with executive leaders within the department for strategic planning implementation.
- Created systems, policies, and procedures to support the implementation of a statewide notification system.
- Assisted multiple program directors in creating, adjusting, editing, and implementing new policies and procedures.
- Increased retention for my area of oversight by 60%.
- Increased audit scores for my area of oversight.
- Increased compliance for my area of oversight.
- Ensuring staff development from frontline staff to supervisors.
- Implemented Advisory board of frontline staff to assist in retention and morale.

Probation Parole Manager- Specialized Caseloads

February 2021- November 2022

- Oversight of a team of 17 parole officers
- Act as Specialized Caseload Director in the absence of the Director
- Oversight of approximately 500 registered sex offenders in Davidson County
- Ensuring a minimum of 96% compliance with approximately 500 registered sex offenders
- Oversee the development and implementation of strategies for the use of evidence-based practices and
- programs
- Ensure reentry services and protocols are being properly followed for proper supervision
- · Weekly communication with PSU officers to ensure an analysis of all standards due required for the month
- Weekly review of reports and data requirements to support district compliance.
- Evaluate staff resources and caseload equalization within the district to ensure they are aligned to support the most efficient use of resources.
- Ensuring staff development through multitude of programs and trainings.

Specialized Unit Parole Officer

October 2018-February 2021

- Ensure offenders are completing phase 1 and phase 2 of intake orientation and entering in all required OMS codes and contact notes.
- Ensure Photo, SID, DNA, fingerprinting, and Offender ID Card, along with all required paperwork are completed.
 Administer drug screens during the orientation process.
- Document face-to-face offender contact in OMS
- Discuss all rules, supervision expectations, and sanctioning processes.
- Initial Sex Offender Registry registration
- Enrollment in the electronic monitoring system
- Supervise a caseload of Detainers, Residential Treatment Placement, and Deported offenders
- Responsible for writing violations and warrants if an offender violates his/her probation terms.
- Conduct risk and needs assessments using motivational interviewing techniques
- Conduct a life-changing event reassessment when applicable
- Enter the risk and needs assessment into Vantage and the offender management system within three business days.
- Submit a copy of the interview guide to the QA assessor within three business days when requested.
- Maintain and create a file for the original interview guide for every assessment completed.
- complete the required Booster training to maintain certification.

Tennessee Bureau of Investigation

May 2017- August 2017

Intern

- Opportunity to shadow Special Agents in the Criminal Investigative Unit, Criminal Investigative Division, Drug Investigative Division, and the Medicaid Fraud Investigative Division
- Have firsthand experiences in the field during active investigations.
- Shadow prison interviews with inmates

Special Skills and Projects

- Commissioned Law Enforcement Officer
- TDOC Commissioner's Leadership Academy
- Developed and implemented a statewide notification system for TDOC.
- TBI TIES/ NCIC Certified
- Nominated for Governor's Excellence Award
- Working with Executive Staff within TDOC to assist improvements with our Peer Support programs.
- Experience attending conferences representing TDOC, such as ACA.
- Assisted in revising the General Orders
- Assisted in developing and editing statewide policies.
- Graduate of LEAD TN

- Created, modified, and implemented policy and procedure statewide.
- Strategic planning on a large scale.

Education

Middle Tennessee State University

2021-2022

➤ **Degree**: Masters

Major: International Affairs

Focus: Government Security and Peace Studies

Thesis Study: Law Enforcement involvement in Human Trafficking

Tennessee Technological University

2014-2018

➤ Degree: Bachelors

➤ Major: Criminal Justice- Sociology

➤ Minor: Psychology

Re: Kaitlin Davis Reference

I am writing this letter to recommend Kaitlin Davis as Deputy Director for your organization. Ms. Davis has a demonstrated history of leading teams at various levels, from frontline staff to supervisors. I was blessed to work under her, in her capacity as a Manager and District Director for Tennessee Department of Correction's Specialized Case Unit in the Probation and Parole Division. As such, I can say with utter confidence that her interpersonal and leadership skills will serve your organization well.

Universally respected and beloved by her peers and those whom she supervised, Ms. Davis instilled confidence and passion in those around her. In a field with high turnover, she was able to connect with management and frontline staff in a way that promoted retention at an unprecedented rate. With Ms. Davis as my supervisor, I felt valued, appreciated, and respected. She was an advocate for those whom she supervised and created a collegial and professional environment where people wanted to work.

In the most challenging district in Tennessee, in terms of job complexities, caseload volume, and staff retention, Ms. Davis showed uncanny problem-solving acumen. Her ability to devise creative solutions and implement them in a practical, efficient way was lauded by those in her district and throughout the State. She made significant changes throughout her tenure with Tennessee Department of Correction and transformed the culture for those under her charge. Ms. Davis created a culture where her staff, at all levels (i.e., support staff, officers, managers, and administration), felt valued, and operated as a family. As a result, when circumstances arose that called for additional duties or extended hours, her teams came together, as a close-knit community, to accomplish what was needed.

Ms. Davis also led by example. Her effort and willingness to go beyond the call of duty made those around her better. If the job required extended hours, rest assured, she would be there, alongside her managers and frontline staff, setting the tone.

I am confident that Ms. Davis's leadership skills are transferrable to your organization. I witnessed her ascent from Manager to Director. In a short amount of time, she was able to learn the position and command the respect of those whom she supervised. She has an aptitude for policy – developing, understanding, and implementing – and a unique ability to inspire others. Her passion for those around her was infectious and caused her staff to feel connected to her vision for the agency and its mandate.

Ms. Davis is a rare talent who will, undoubtedly, be an asset to your organization. I cannot say enough great things about her or her ability to lead. Perhaps, the most telling, is this: If she were to contact me and request that I serve on her team, in any capacity, my immediate response would be, "How soon do you need me?" As previously mentioned, this is the type of rapport she's built and dedication she inspires. And I am not the exception; there are many who would leave their current position just to work with her again. That's because, where Ms. Davis leads, her team will surely follow.

Sincerely,

David Dick

DDie



May 12, 2025

Ian McCarty

Correctional Administrator Tennessee Department of Correction Ian.McCarty@tn.gov

To Whom It May Concern:

I am writing to recommend Kaitlin Davis for a position within your organization. I have had the pleasure of working closely with Kaitlin for several years as their supervisor and colleague, and I have consistently been impressed by their leadership, strategic vision, and ability to drive meaningful results.

Kaitlin brings a combination of operational excellence, team empowerment, and big-picture thinking. In their role as a Specialized Caseload Director at the Tennessee Department of Correction, she successfully led multiple large-scale projects and operations. Kaitlin routinely provided ideas and feedback that assisted with moving the organization forward and was often called upon to facilitate and implement those changes.

Kaitlin attended and participated in several leadership programs while in her role as a director and has always shown a desire to challenge herself and her team members. Any organization would be fortunate to benefit from Kaitlin's expertise, dedication, and forward-thinking mindset. I am confident that she will bring the same work ethic and innovation to your team as she did to ours.

Sincerely,

lan McCarty

Correctional Administrator



M. CALEB BAYLESS

14 PUBLIC SQUARE, SUITE B COLUMBIA, TENNESSEE 38401-3371 PH: (931) 380-2543 FX: (931) 540-2477 CIRCUIT JUDGE
STATE OF TENNESSEE
TWENTY-SECOND JUDICIAL DISTRICT, DIVISION IV

SERVING: GILES, LAWRENCE, MAURY AND WAYNE COUNTIES

May 9, 2025

Re: Letter of Recommendation

To whom it may concern:

My name is M. Caleb Bayless, and I am a Circuit Court Judge in the 22nd Judicial District. Prior to my time in the Judiciary, I was an Assistant District Attorney/ Chief Deputy District Attorney with the 22nd Judicial District.

Kaitlin Davis and I have worked together in numerous roles in the past. I found Ms. Davis to be an exceptional leader, tremendous communicator, and dedicated public servant. During my time knowing Ms. Davis I have found that she puts her service to others before herself. Regardless of the circumstances, whether it's large or small, Ms. Davis has always taken on the task and completed it as well as anyone could. She is a lady of faith and character, who leaves places better than she found them. It is my honor to write this letter of recommendation on behalf of Kaitlin Davis.

If you have any additional concerns or questions, feel free to reach out to my office at (931) 380-2543.

Sincerely,

M. Caleb Bayless

MCB



February 28, 2025

RE: Kaitlin Davis Letter of Reference

To Whom It May Concern:

I am writing this letter of professional reference for Kaitlin Davis. I have had the pleasure of knowing Ms. Davis for the last seven years as a co-worker, former supervisor, and, most recently, a department mentor for several leadership programs. During this time, I have seen Ms. Davis grow from a new employee learning to carry a caseload to the leader of the Middle Region in her most recent role as the Director of Specialized Caseloads.

When Ms. Davis took over the Middle Region, she oversaw five TDOC Districts struggling with staffing and turnover concerns. Additionally, they had problems meeting required standards, and their audit scores showed significant underperformance. Within months, there was steady improvement in performance and standards completion, and she was not only able to get the audit scores within the required range, but she was able to get them in the upper 90th percentile. She has been the author of several new initiatives that provided efficiency and better management of the population, including implementing automatic notifications to those under supervision.

Ms. Davis is professional, competent, and possesses the necessary skills to work in a leadership role. She brings a fresh enthusiasm and energy that allows her to work at a high level. She was well-received and respected by her staff, co-workers, and leaders throughout the department. She took the time to invest in herself by attending numerous leadership training and opportunities and brought those skills to her everyday work. In short, Ms. Davis is an excellent leader and would work well in any environment, including high-stress and high-pressure situations. I highly recommend her for this opportunity.

If you have any questions, please feel free to contact me at 931-698-3961.

Thank you.

Sincerely,

Susan Siedentop LCSW Correctional Administrator Clinical Services





THE STATE OF TEXAS APPLICATION FOR EMPLOYMENT

For State Agency Use Only						
Date received						
Time received						
Received by						

<u>PRINT IN BLACK INK OR TYPE</u>. These instructions must be followed exactly. Fill out application form completely. If questions are not applicable, enter "NA." **Do not leave questions blank**. Be sure to sign when completed. The State of Texas is an Equal Opportunity Employer and does not discriminate on the basis of race, color, national origin, sex, religion, age or disability in employment or the provision of services. You may make copies of this application and enter different position titles, but <u>each copy must be signed</u>. **Resumes will not be accepted in lieu of applications**, unless specifically stated in the job vacancy notice. This application becomes public record and is subject to disclosure.

With few exceptions, you have the right to request and be informed about information that the State of Texas collects about you. You are entitled to receive and review the information upon request. You also have the right to ask the state agency to correct any information that is determined to be incorrect. (Reference: Government Code, Sections 552.021, 552.023 and 559.004.)

NAME	Davis	Kaitlin	E	lese				
	(La	st) (First)		(Middle)				(Daytime Phone)
MAILING	3 ADDRES							
		(Street) (City)		(State)	(Zip)	(Country)		(Work Phone, Optional)
E-MAIL A	DDRESS							
List any o	ther names us	ed if different from name on thi	is application.					
	ct title of posit	tion or type of work and loca	ation for which	you wish	n to	Job Posting N	lumber	Closing Date
apply: Executiv	veDirector-A	ustin/Huntsville				032020		07/12/2025
ı	state agency	with which you wish to	Do you hav relationship		latives w	orking for this a	igency? If	so, list names and
apply:			relationship	05.				
Full-Time	■ Part-Time [☐ Summer ☐ Temp/Project ☐	Date availal	ble for wo	rk? 8/1	/2025 Are	you at least	17 years of age?
Are you v	villing to work h	ours other than 8-5? Yes 🔳 N	0 🗆	What d	ays are y	ou unable to work	? N/A	
Are you v	villing to travel?	Yes No	If ves, what p	percent of	time?	100%		
Current D	river's License	# (if required for position)					Commerci	ial Driver's License Yes 🗌 No 🗌
Geograph	nic preference.	(Be specific to city/area. If no	State) (Number preference, write	,	de.") <u>S</u>	Statewide		
explain in	concise detail n may not disqu	onvicted of a felony or subject on a separate page, giving daturality you, but a false statement	tes and nature of	f the offer	ise, name	and location of the	he court, an	nd disposition of the case(s). A
EDUCA	TION (NOTE:	Applicants may be required to	provide proof of	diploma, d	degree, tr	anscripts, license	s, certificati	ons, and registrations.)
High Sch	ool Graduate o	r GED? Yes ■ No ☐ If yes	, rame and locat	tion of hig	h school o	or GED institute:	Wilson C	Central- Lebanon TN
				_				

Type of	Name and Location		Dates Attended From To			Date Graduated	Expected Graduation	Sem/Clock Hours	Type of Diploma	Major/Minor Fields
School	of School	Mo.	Yr.	Mo.	Yr.		Date	Completed	or Degree	of Study
Undergraduate	Tennessee Tech Univ	08	2015	05	2018	05/2018		6 Sem	B.S.	Criminal Justice
Colleges or Universities										
Graduate	Middle Tenn State Univ	01	2020	08	2022	08/2022		4 Sem	M.A.	International Affairs- Govt Security
Schools										
Technical or										
Vocational Schools										

AN EQUAL OPPORTUNITY EMPLOYER

If a license, certificate, or other authorization is required or related to the position for which you are applying, complete the following:

LICENSE/CERTIFICATION (P.E., R.N., Attorney, C.P.A., etc.)	Date issued	Date expires	Issued by/Location of issuing authority (State or other authority) (City & State)	License No.

Special Training/Skills/Qualifications: List all job-related training or skills you possess and machines or office equipment you can use, such as calculators, printing or graphics equipment, computer equipment, types of software and hardware. (Attach additional page, if necessary.)

NCIC/TIES certified, Commissioner law enforcement officer, TDOC commissioner leadership academy, Governor's Leadership academy, SME in sex offender law policy and procedure, SME in GPS system.

-	
Approximately how many words per minute do you type? 80-100	
Sign Language (If required for this position) Yes ☐ No ■	Are you a certified interpreter? Yes ☐ No ■
Do you speak a language other than English? (If required for this position) Yes \square No If yes, what language(s) do you speak?	■ How fluently? Fair ☐ Good ☐ Excellent ☐
Do you write in a language other than English? (If required for this position) Yes No lf yes, which language(s)	o •
Have you ever been employed by the State of Texas? Yes ☐ No ■ Are	you currently employed by the State of Texas? Yes <a> No <a> No
If you have been previously employed by the State of Texas, list the agency/agencies: $\ensuremath{\text{N/A}}$	
FORMER FOSTER YOUTH (Verification may be required.)	
Were you a foster youth under the Texas Department of Family and Protective S If yes, are you currently 25 years of age or younger? Yes \square No \square	Services on the day before your 18 th birthday? Yes ☐ No ■
MILITARY SERVICE (A copy of a report of separation from the Armed Services may be	e required.)
Are you a veteran? Yes ☐ No ■ If yes, list type of discharge	
Dates of Service (From/To):	
Are you a surviving spouse of a veteran who has not remarried? Yes ☐ No ■ Are you a surviving orphan of a veteran killed while on active duty? Yes ☐ No [•
If yes, complete dates of service for veteran (From/To):	
Are you the spouse of a member of the US armed forces or Texas National Gua Are you the spouse and primary source of income for a veteran who has a total unemployability? Yes ☐ No ■	

PLEASE READ THE FOLLOWING STATEMENTS CAREFULLY AND INDICATE YOUR UNDERSTANDING AND ACCEPTANCE BY SIGNING IN THE SPACE PROVIDED

- I certify that all the information provided by me in connection with my application, whether on this document or not, is true and complete, and I understand that any misstatement, falsification, or omission of information may be grounds for refusal to hire or, if hired, termination.
- 2. I understand that as a condition of employment, I will be required to provide legal proof of authorization to work in the U.S.
- 3. I understand that the State of Texas requires all males who are 18 through 25 and required to register with the Selective Service, to present either proof of registration or exemption from registration upon hire.
- 4. I understand that some state agencies will check with the Texas Department of Public Safety, the Federal Bureau of Investigation or other organizations, for any criminal history in accordance with applicable statutes.
- 5. I authorize any of the persons or organizations referenced in this application to give you any and all information concerning my previous employment, education, or any other information they might have, personal or otherwise, with regard to any of the subjects covered by this application, and I release all such parties from all liability from any damages which may result from furnishing such information to you.

T	Ή	S	ΑF	PL	CAT	LION	I MI	UST	BE	
S	IC	iN	ED)						

SIGN HERE: X

Signature - Applicant Date

(0923) Page 2 of 4

EMPLOYMENT HISTORY

This information will be the official record of your employment history and must accurately reflect all significant duties performed. Summaries of experience should clearly describe your qualifications.

- Include ALL employment, Begin with your current or last position and work back to your first, Employment history should include each position held, even those with the same employer.
- EMPLOYER ADDRESSES MUST BE COMPLETE MAILING ADDRESSES, INCLUDING ZIP CODE.
- Answer all questions and completely summarize your experience including technical and managerial responsibilities and any special training, skills and qualifications for each position you have held.

If you need additional space to adequately describe your employment history, you may use this employment history sheet or attach a

typed employment history providir	g the same information in the	same format	t as this application form.	,
Name Davis	Kait l in	Elese		
Last	First	N	liddle	
Employer: Tennes	Current/ Technical Non-Managerial	n L	Immediate Supervisor Name: Matthew Panter Title: Correctional Administrate Supervisor's Telephone No.: If supervisory, number of employees you supervised: 60	Full-Time Part-Time Summer Temp/Project Give average # of hours worked per week if part-time:
Summary of experience including specific As a regional leader with active registered sex offer communication and according compliance by developing optimize efficiency. My rotate for stakeholder outrest community stakeholders are in transitioning GPS monithrough the creation of cowith multiple program directention by 60%, enhance	cial training/skills/qualifications your coversight of 27 counties anders, I manage aroun untability across special data reports, case make includes achieving kach, leading statewide and executive leaders at the toring to 4G devices a morehensive policies actors to improve operated audit and complian	es in Middles of 60 staff alized case anagemer training in police and proce ational france scores	the performance of this job: le Tennessee and approxing members while ensuring eleload teams. I support regint strategies, and resource mance metrics such as a 9-nitiatives, and coordinating cy implementation. I played ching a statewide notification dures. Additionally, I have meworks, significantly increase.	iffective onal evaluations to 5% completion with d a critical role on system collaborated eased staff
Specific reason for leaving: war	ted to pursue my pass	sions with	other departments.	
Employer: Tenne Mailing Address: 212 Pa City & State/ZIP Nashv Employer's Telephone No.: 931-69 Starting Date Leaving Date Mo. Day Yr Mo. Day Yr		on 	Immediate Supervisor Name: Susan Siedentop Title: Correctional Administratc Supervisor's Telephone No.: If supervisory, number of employees you	Full-Time
02 01 2020 11 01 2020 Summary of experience including spend			supervised: 17 nr the performance of this job:	
In this role, I oversaw a te 500 registered sex offend least 96%. I served as Ac the development and imperfective offender supervisassess monthly standard compliance. Additionally,	am of 17 parole office ers in Davidson Count ting Specialized Casel ementation of evidencials. I conducted week requirements and regulevaluated staff resou equity. Staff developments	rs and ma ty, consiste load Direct ce-based p kly commu ularly revie irces and co ment was a	naged the supervision of a ently maintaining a compliator in the absence of the Doractices and reentry protocunications with specialized ewed reports and data to excaseload distribution to protocute a key priority, and I facilitate	ance rate of at irector and led cols to support officers to nsure district mote
Specific reason for leaving: Prom	oted			

Page 3 of 4 (0519)

Position Title: Specialized Parole Officer		Immediate Supervisor Name:	Full-Time
Employer: Tennessee Dept of Correction		Susan Siedentop	Part-Time
Mailing Address: 212 Pavilion Blvd City & State/ZIP: Nashville TN 37217		Title: Correctional Administrato	Summer
City & State/ZIP: Nashville, TN 37217 Employer's Telephone No.: 931-698-3961		Supervisor's Tolophone No.:	, simp/i roject
Starting Date Leaving Date Current/ Technical	1		Give average # of hours worked per
Mo. Day Yr. Mo. Day Yr. Final Salary Non-managerial	י נ ו	If supervisory, number of employees you	week if part-time:
10 01 2018 02 01 2020 \$65,000 Supervisory/Managerial		supervised:	·
Summary of experience including special training/skills/qualifications you have used	in t	he performance of this job:	•
In this role, I was responsible for overseeing the intake of	orie	entation process for offend	lers ensuring
completion of both Phase 1 and Phase 2, along with acc			
contact notes. I ensured all identification protocols—incl			
Offender ID cards—were completed, and administered			
rules, supervision expectations, and sanctioning proced	ure	s with each offender, whil	le handling
initial sex offender registry registration and enrollment in	ı el	ectronic monitoring when	applicable. I
supervised a diverse caseload, including Detainers, Res	side	ential Treatment Placemer	nt. and
Deported offenders, and was responsible for issuing vio			
were breached. I conducted risk and needs assessment			
		_	•
techniques, completed life-changing event reassessmen		•	-
data entry into both Vantage and the offender managem			
also maintained assessment records, submitted intervie	•	•	
and ensured compliance with certification requirements	thr	ough ongoing Booster trai	ining.
Specific reason for leaving: Promoted			
		Immediate Supervisor Name	Full-Time
Specific reason for leaving: Promoted Position Title: Employer:		Immediate Supervisor Name:	Full-Time
Position Title: Employer: Mailing Address:		Immediate Supervisor Name:	Part-Time
Position Title: Employer: Mailing Address: City & State/ZIP:		Title:	Part-Time
Position Title: Employer: Mailing Address: City & State/ZIP: Employer's Telephone No.:		·	Part-Time Summer Imp/Project I
Position Title: Employer: Mailing Address: City & State/ZIP: Employer's Telephone No.: Starting Date Leaving Date Current/ Technical		Title: Supervisor's Telephone No.:	Part-Time Summer Imp/Project I
Position Title: Employer: Mailing Address: City & State/ZIP: Employer's Telephone No.: Starting Date Leaving Date Current/ Mo. Day Yr. Mo. Day Yr. Final Salary Non-managerial		Title: Supervisor's Telephone No.: If supervisory, number of employees you	Part-Time Summer Imp/Project I
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Position Title: Employer: Mailing Address: City & State/ZIP: Employer's Telephone No.: Starting Date Leaving Date Current/ Mo. Day Yr. Mo. Day Yr. Final Salary Non-managerial Supervisory/Managerial	in t	Title: Supervisor's Telephone No.: If supervisory, number of employees you supervised:	Part-Time Summer Imp/Project I
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TEXAS DEPARTMENT OF CRIMINAL JUSTICE EMPLOYMENT APPLICATION SUPPLEMENT

Please ch	eck those that apply
New A	pplicant
	er Employee
☐ Veters	an's Reinstatement
☐ ERS F	Retiree

INSTRUCTIONS: All questions must be answered in full. Print in BLACK INK or TYPE. If you are applying for a Correctional Officer or Parole Officer position, you are required to complete and submit a PERS 282B or PERS 282C, Statement of To download this form, select Employment then Download Applications from the TDCJ website (www.tdcj.texas.gov). Scroll down and select the appropriate link to download.

NOTE TO APPLICANTS: With few exceptions, you are entitled upon request: (1) to be informed about the information the TDCJ collects about

Code				ve and review the collected information. Under Texas Government reduces, that incorrect information the TDCJ has collected about you
1.	NAME: Davis	Kaitlin	Elese	2. SOCIAL SECURITY NO.:
	(As it app	ears on your Social Securi	ity Card)	
3.	DATE OF BIRT (NOTE: The date and background investigation.)			CE OF BIRTH (STATE) at least 18 years old and to help establish identity in conducting a criminal
5.	DRIVER'S LICENSE	NO.	11.11	STA
6.		been employed by the partment(s) and dates:		TDCJ facility on a contract basis? Yes \(\square\) No \(\square\)
7.		employee of the TDC ionship and unit/depar		exas Board of Criminal Justice?
8.	May we contact your	present employer for	a reference? Yes	No ☐ Not presently employed 🔀
9a.		ired from a job? Yes [questions above, provi		you ever been asked to resign from a job? Yes No very lover, dates of employment, and the reason:
9b.	Have you engaged in institution? Yes		on, jail, lockup, commu	unity confinement facility, juvenile facility, or other
Oc.				exual activity in the community facilitated by force, overt or ent or was unable to consent or refuse? Yes \(\sigma\) No \(\sigma\)
9d.				aged in sexual activity in the community facilitated by force, or consent or was unable to consent or refuse?
Эс.	Have you been involv If yes, please explain:		i incidents of sexual ha	arassment? Yes No 🗹
10.	Are you willing to wo	rk any day of the week	k required for the posit	tion for which you are applying? Yes 🗷 No 🗌
11.	If you are a male, ag	e 18 through 25, have	you registered with th	ne Selective Service? Yes 🗌 No 🗌
	If no, are you exempt	from registration? Ye	es 🗌 No 🔲 I am n	not a male, age 18-25 🔀
12a.		former TDCI offende	family (to include, but er (incarcerated or on n	not limited to your parent, brother, sister, spouse, or child) parole)? If yes, provide the
12b.		cludes marriage, com		ship with a current or former TDCJ offender (incarcerated ed together or had a child together?
12c.	Do you have a current parole)?		or gang association wi	th a current or former TDCJ offender (incarcerated or on of the offender(s):
12d.	Are you on a current If yes, provide the nam			
12c.	Have you corresponded If yes, provide the name			ider?

PERS 282 (01/22) Page 1

Notes

- If you answered yes to Question 12a, 12b, 12c, 12d, or 12e, above, you are required to complete and submit a PERS 282A, Additional Offender Information form. This form is available from the TDCJ website.
- If you have a personal relationship with an offender, who is not a relative, be sure to read the "Offender Relationships" paragraph on Page 4 of this Supplement.

AP(

Read the definition of conviction in Question 15. When answering questions 13 through 15, do not include: (1) any violation of law committed before your 17th birthday if the final decision was made in juvenile court or under a youth offender law; (2) any conviction whose record was expunged under federal or state law; (3) minor traffic violations. DWI, DUI, Open Container and Driving While License Suspended are not minor traffic violations and must be listed.

12		No K If yes, p		Armen Cons					
14.	Are you on parole or probation, deferred adjudication or under a pre-trial diversion agreement? Yes \(\sigma\) No \(\mathbb{X}\) If yes, please explain:								
15.	If yes, I necessa Please I	ist each one below ry. Note: For purpose		ay not appear on you the TDCJ, convictions	include sentenced to	ne. Attach an additional page if			
Cor	viction	Felony or Misdemeanor	Offense	Offense Class	City & State	Punishment			
			-						
16b. 16c.	If you a	re applying for em	tions against you carryi ployment under a feder on your EAD (example	al employment author	ization document (E	AD), please provide the category			
17.	Are you	now or have you	ever been a member of	a street gang? Yes	No 🗵				
	superior		independence from gove			tes racial, ethnic or gender ow of the United States			
	If you a	nswered yes to eith	her of these questions, p	provide the following in	nformation:				
	a. Nam	e of the organizati	ion and dates of membe	rship:					
	b. Posi	tion or positions y	ou held in the organizat	ion:					
	c. Arre	sts and/or convicti	ons resulting from your	activities as a membe	r:				
						ith a street gang or that are			

PERS 282 (01/22) Page 2

CONDITIONS OF EMPLOYMENT

Minimum Standards for all Applicants

1. Must be a U.S. citizen or an immigrant with lawful status, who is authorized to work in the U.S.

Must be at least 18 years of age

3. Must possess a High School Diploma from an accredited senior high school or equivalent or a state-issued General Education Development (GED) certificate

Must not be on probation for any criminal offense

Must not have pending charges for any criminal offense or

have an outstanding warrant

Convicted felons (or those convicted of an equivalent offense under the Uniform Code of Military Justice) do not become eligible for consideration until 10 years have elapsed since termination of sentence.

Must not be on active duty in the military (persons on

terminal leave from active duty may apply)

Males, age 18 through 25, must be registered with the Selective Service if required to do so by Federal Law.

9. Must be able to perform the essential functions of the position applied for, with or without reasonable accommodation

Must pass the TDCJ drug test

11. All applicants, who may have contact with offenders, are ineligible for employment if they have committed any activity described in questions 9b, 9c, or 9d.

Additional Minimum Standards for Correctional Officer and other Security Applicants

Never have been convicted of a felony

Not have been convicted of a Class A misdemeanor, or the equivalent, within the last 10 years

Not have been convicted of a Class B misdemeanor, or the

equivalent, within the last 3 years

- Never have been convicted of an offense that involved domestic violence
- Not have been discharged from the Armed Forces under dishonorable conditions
- Must pass the TDCJ pre-employment test and physical agility test

The Gun Control Act, 18 U.S.C. § 922(g), makes it unlawful for certain categories of persons to possess firearms or ammunition, to include a person:

Who has been convicted in any court of a crime punishable by imprisonment for a term exceeding one year:

Who is a fugitive from justice;

- Who is an unlawful user of or addicted to any controlled substance (as defined in 21 U.S.C. § 802);
- Who has been adjudicated as a mental defective or has been committed to a mental institution;

5. Who is an illegal alien;

Who has been discharged from the Armed Forces under dishonorable conditions;

Who has renounced his or her United States citizenship:

Who is subject to a court order restraining the person from harassing, stalking, or threatening an intimate partner or child of the intimate partner; or

Who has been convicted in any court of a misdemeanor crime of domestic violence.

Requirement to Report to Work in Emergency Situations

In an emergency situation that presents an immediate or potential threat to public safety as determined by a Warden or Department Head, it is mandatory that the following essential staff report to work: a) correctional officers and supervisors; b) parole officers and parole supervisory staff; and c) staff necessary to support emergency operations. Employees may be required to work overtime, have work schedules changed, have days off cancelled, and be temporarily reassigned to a different work location. If an employee is absent based on a claim of illness or injury on a day or days the employee was required to report to duty during an emergency response situation, the employee may be required to furnish a health care provider's statement within two workdays after the employee returns to work.

Mandatory evacuation orders given by local or state officials (e.g., for anticipated landfall of a hurricane) do not relieve employees from the requirement to report to work as required by their assigned daily schedule card or as directed by a supervisor in emergency situations. Failure to report to duty or remain on duty may result in disciplinary action up to and including dismissal from employment.

Important Note

For purposes of employment with the TDCJ, convictions include sentenced to confinement, paid fine, time served, placed on probation (includes deferred adjudication) and court-ordered restitution.

Additional Standards for Non-Security Applicants are stated in job posting and position descriptions. In addition, Parole Officers are required to have access to and be willing to use their own transportation for work and that they carry liability insurance. Parole Officers must not have been convicted of any offense involving domestic violence, and must not have been discharged from the Armed Forces under dishonorable conditions. Minimum standards for entry level Substance Abuse Counselor applicants will be explained by the contact person listed on the job posting.

Assignments

Initial assignment locations within the TDCJ are determined by applicant preference, consistent with the needs of the agency. The TDCJ reserves the right to reassign employees to different locations if necessary to meet its needs. Employees may submit a request for reassignment to another location in accordance with published procedures. However, there are many requests on file for certain areas and the waiting time for reassignment to these areas may be excessive.

Employee Drug and Alcohol Testing

All employees are subject to reasonable suspicion drug and alcohol testing.

Overtime

Employees who are authorized overtime and required to work overtime will be given Fair Labor Standards Act (FLSA) compensatory time. This compensatory time will be banked, used, or cashed out consistent with TDCJ policy.

Continued on next page

CONDITIONS OF EMPLOYMENT (Continued)

Falsification of Application

It is important that the employment application be filled out completely and accurately. Any determination that the application has been falsified is grounds for refusing employment or terminating employment if already employed.

Organizational Affiliations

Affiliation with organizations that threaten the safety and security of a TDCJ facility may result in disqualification or termination of employment.

Employment Rights

Employees of the TDCJ are "at will" employees. This means that employment is for no definite period and may, regardless of the date or payment of wages and salary, be terminated at any time without prior notice.

Offender Relationships

TDCJ employees are prohibited from continuing or establishing a relationship with an offender or an offender's family member if the relationship jeopardizes or has the potential to jeopardize the security of the TDCJ or compromises the effectiveness of the employee. Prohibited relationships include those involving cohabitation, sexual misconduct or actions that jeopardize or have the potential to jeopardize the security of the TDCJ. This means that employees may not have personal contact or

relationships with offenders currently incarcerated or on parole outside of their official duties if this contact or relationship would jeopardize or has the potential to jeopardize the security of the TDCJ. Prohibited contact includes living together, writing letters or notes, telephone contact, visitation, and depositing funds into an offender's trust fund. If an employee had a child together with an offender, employee contact with the offender or offender's family may be limited to that which is necessary to foster a relationship with the child. As a condition of employment with the TDCJ, employees with prohibited relationships must sever those relationships. Sever means to cease any and all cohabitation, intimate encounters, verbal or written communications, visitation, and other prohibited contact. Continuation of a prohibited relationship after employment with the TDCJ may result in dismissal from employment if a determination is made by the TDCJ that the relationship jeopardizes or has the potential to jeopardize the security of the TDCJ.

Additional Information

Information concerning any event that may affect eligibility for employment with the TDCJ that occurs after the application has been submitted, to include criminal charges, must be provided in writing immediately to the Section Director, Employment, TDCJ Human Resources Headquarters, 2 Financial Plaza, Suite #600, Huntsville, TX 77340. Failure to do so may be considered falsification of the application for employment and may result in disqualification or termination of employment.

CERTIFICATION: I certify that my answers are true, complete, and correct to the best of my knowledge and that I have not evaded or omitted any part thereof to reflect an untruth. I understand that falsification constitutes grounds for refusing or terminating employment. I have also read and understood and I agree to the Conditions of Employment and document requirements in this Supplement.

DUTY TO DISCLOSE: I hereby acknowledge that I have a duty to disclose any sexual misconduct during the term of my employment. I further acknowledge that I have a duty to disclose any misconduct on my part while working for previous employers.

Signature:

Date: 6/29/25

APPLICANT EEO DATA FORM

For State Agency Use Only:	
Applicant Number:	

The information requested is optional and is being collected for the purpose of reporting to Federal and Equal Employment Opportunity Agencies and will not be considered as part of the application for employment. It will be separated from the application.

1. Job Posting Number	2. Last Name (Type or Print)) First	Middle			
032020	Davis	Kaitlin	Elese			
3 Address	City	State ZIP Code	4. Daytime Phone	5. Work Phone		
6. Sex 7. Birth Date M-Male F- Female		ck				
9. Veteran	10. Surviving Spouse of	Veteran who has not	11. Orphan of Vetera	ın		
☐ Yes ■ No	remarried Yes No		☐ Yes ■ No			
12. Spouse of a member of the US armed forces or Texas National Guard serving on	13. Spouse and primary sou veteran who has a total disa least 70 percent or on individ	bility with a rating of at	14. Former Texas Fo or younger	oster Youth 25 yrs of age		
active duty ☐ Yes ■ No	☐ Yes ■ No		☐ Yes ■ No			
15. How did you first find out abo	out this job?					
□ 01 - Other State Employee □ 06 - Newspaper □ 11 - WorkInTexas.com □ 12 - Other (specify): □ 03 - Professional Publication □ 04 - Recruitment Poster □ 05 - Television □ 10 - Agency Web Site - Internet □ 11 - WorkInTexas.com □ 12 - Other (specify): □ 12 - Other (specify): □ 12 - Other (specify): □ 10 - Agency Web Site - Internet □ 10 - Agency Web Site - Internet □ 11 - WorkInTexas.com □ 12 - Other (specify): □ 12 - Other (specify): □ 12 - Other (specify): □ 10 - Agency Web Site - Internet □ 11 - WorkInTexas.com □ 12 - Other (specify): □ 12 - Other (specify): □ 12 - Other (specify): □ 13 - Other (specify): □ 15 - Other (specify): □ 16 - Other (specify): □ 17 - Other (specify): □ 18 - Other (specify): □ 18 - Other (specify): □ 19 - Other (specify): □ 10 - Other (sp						
		Signature – App	olicant	Date		
White – a person having origins	in any of the original people	es of Europe, the Middle	East, or North Africa.			
Black – a person having origins	in any of the black racial gr	oups of Africa.				
Hispanic – a person of Cuban, Mexican, Puerto Rican, South or Central American, or other Spanish culture or origin, regardless of race.						
Asian – a person having origins in any of the original peoples of the Far East, Southeast Asia, or the Indian subcontinent including, for example, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam.						
American Indian or Alaskan Native – a person having origins in any of the original peoples of North and South America (including Central America), and who maintains tribal affiliation or community attachment.						
Native Hawaiian or Other Pacific Islander – a person having origins in any of the original peoples of Hawaii, Guam, Samoa, or other Pacific Islands.						
Two or More Races – a person who primarily identifies with two or more of the above race/ethnicity categories.						
AN EQUAL OPPORTUNITY EMPLOYER						

Dear Texas Board of Criminal Justice,

When I read your announcement for the Executive Director role, I felt this position had been written with me in mind. As required, I have three years' experience in corrections, where I have developed strong administrative skills in coordination, management, interviewing, investigating, and litigation. Additionally, I have successfully completed a Graduate Degree in Organizational Leadership, which helped shape me into a servant leader, with a comprehensive understanding of innovation, a clear vision, a building of community and strategic decision making.

Confidently, I believe I can serve as a great asset to the Texas Department of Criminal Justice organization.

I can be reached at the Thank you for your time and I look forward to speaking with you.

Sincerely,

Evangelina Gover

References

George Smith
Trial Attorney
State Bar of Texas-Office of the Chief Disciplinary Counsel

Casey Goedrich

Previous Supervisor

Texas Department of Criminal Justice



Richard Sanchez

Previous Supervisor/ Owner

IH Realty



THE STATE OF TEXAS APPLICATION FOR EMPLOYMENT

For State Agency Use Only
Date received
Time received
Received by

PRINT IN BLACK INK OR TYPE. These instructions must be followed exactly. Fill out application form completely. If questions are not applicable, enter "NA." Do not leave questions blank. Be sure to sign when completed. The State of Texas is an Equal Opportunity Employer and does not discriminate on the basis of race, color, national origin, sex, religion, age or disability in employment or the provision of services. You may make copies of this application and enter different position titles, but each copy must be signed. Resumes will not be accepted in lieu of applications, unless specifically stated in the job vacancy notice. This application becomes public record and is subject to disclosure.

With few exceptions, you have the right to request and be informed about information that the State of Texas collects about you. You are entitled to receive and review the information upon request. You also have the right to ask the state agency to correct any information that is determined to be incorrect. (Reference: Government Code, Sections 552.021, 552.023 and 559.004.)

NAME	Gov	er	Evangeli	na								
		(Last)	(F)	irst)			(M	iddle)			(Daytime Pho	ne)
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	Depa	artment of Cr	iminal Ju	stic	е							
Full-Time	Part	-Time Summer	☐ Temp/Proj	ect [) D	ate av	ailable	for work? 8-4	-2025 Are	you at least 1	7 years of age?	
Are vou w	villing to	work hours other ti	han 8-5? Yes	■ No			١	What days are yo	ou unable to wo	rk? N/A		
•	•		No 🔲	_	If v	اس عص	nat nor	cont of time?	50			
Current D	river's L	icense # (if require	d for position)				_		Commercial	Driver's License	Yes 🗌 No 🌃
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explain in	concise may n	een convicted of a detail on a separa ot disqualify you, bu	ite page, givir	ng dat	es and	l natu	re of th	ie offense, name	and location of	the court, and	disposition of th	e case(s). A
EDUCAT	NOI1	IOTE: Applicants m	nay be require	ed to p	rovide	proo	f of dip	loma, degree, tra	anscripts, licens	es, certification	ns, and registrat	ons.)
High Scho	ool Grad	luate or GED? Yes	■ No □	f yes,	name	and l	ocation	n of high school o	or GED institute:	Blessed Ho	pe Academy/Sa	n Antonio TX
Туре	θ				Dates A	ttende		Date	Expected	Sem/Clock	Туре	Major/Minor
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College	sor											
0												
Gradu	ate	Our Lady of the Lak	ke University	1	19	12	20	12-13-2020		36.00	Master's of Science	Master Of Organizational Leadership
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Technic	al or											
Vocation	onal											
551.50												

AN EQUAL OPPORTUNITY EMPLOYER

If a license, certificate, or other authorization is required or related to the position for which you are applying, complete the following: LICENSE/CERTIFICATION Issued by/Location of issuing authority Date Date License No. (State or other authority) (City & State) (P.E., R.N., Attorney, C.P.A., etc.) issued expires N/A Special Training/Skills/Qualifications: List all job-related training or skills you possess and machines or office equipment you can use, such as calculators, printing or graphics equipment, computer equipment, types of software and hardware. (Attach additional page, if necessary.) Software Proficiency: Microsoft Office Suite (Word, Excel, PowerPoint, Outlook), Google Workspace: Operating Systems: Windows, macOS, Linux, Spreadsheet Software: Excel, Google Sheets, data analysis, pivot tables, macros; Presentation Software: PowerPoint and Google Slides; Zoom Program Approximately how many words per minute do you type? Sign Language (If required for this position) Yes ☐ No ■ Are you a certified interpreter? Yes \(\bar{\pi} \) No \(\bar{\pi} \) Do you speak a language other than English? (If required for this position) Yes \(\square\) No \(\blacktriangle \) How fluently? Fair ☐ Good ☐ Excellent ☐ If yes, what language(s) do you speak? Do you write in a language other than English? (If required for this position) Yes 🗌 No 🗉 If yes, which language(s) N/A Are you currently employed by the State of Texas? Yes I No I Have you ever been employed by the State of Texas? Yes ■ No □ If you have been previously employed by the State of Texas, list the agency/agencies: State Bar of Texas and Texas Department of Criminal Justice FORMER FOSTER YOUTH (Verification may be required.) Were you a foster youth under the Texas Department of Family and Protective Services on the day before your 18th birthday? Yes 🗌 No 🔳 If yes, are you currently 25 years of age or younger? Yes \(\) No \(\blacktriangle \) MILITARY SERVICE (A copy of a report of separation from the Armed Services may be required.) Are you a veteran? Yes
No
If yes, list type of discharge Dates of Service (From/To): Are you a surviving spouse of a veteran who has not remarried? Yes

No

No Are you a surviving orphan of a veteran killed while on active duty? Yes

No If yes, complete dates of service for veteran (From/To): N/A Are you the spouse of a member of the US armed forces or Texas National Guard serving on active duty? Yes 🗌 No 🖪 Are you the spouse and primary source of income for a veteran who has a total disability with a rating of at least 70 percent or on individual unemployability? Yes \(\square\) No \(\blacksquare\) PLEASE READ THE FOLLOWING STATEMENTS CAREFULLY AND INDICATE YOUR UNDERSTANDING AND ACCEPTANCE BY SIGNING IN THE SPACE PROVIDED 1. I certify that all the information provided by me in connection with my application, whether on this document or not, is true and complete, and I understand that any misstatement, falsification, or omission of information may be grounds for refusal to hire or. if hired, termination. I understand that as a condition of employment, I will be required to provide legal proof of authorization to work in the U.S. I understand that the State of Texas requires all males who are 18 through 25 and required to register with the Selective Service, to present either proof of registration or exemption from registration upon hire. I understand that some state agencies will check with the Texas Department of Public Safety, the Federal Bureau of Investigation or other organizations, for any criminal history in accordance with applicable statutes. I authorize any of the persons or organizations referenced in this application to give you any and all information concerning my previous employment, education, or any other information they might have, personal or otherwise, with regard to any of the subjects covered by this application, and I release all such parties from all liability from any damages which may result from furnishing such information to you. THIS APPLICATION MUST BE SIGN HERE: X SIGNED Signature - Applicant

EMPLOYMENT HISTORY

This information will be the official record of your employment history and must accurately reflect all significant duties performed. Summaries of experience should clearly describe your qualifications.

- 1. <u>Include ALL employment. Begin with your current or last position and work back to your first.</u> Employment history should include **each position** held, even those with the same employer.
- 2. EMPLOYER ADDRESSES MUST BE COMPLETE MAILING ADDRESSES, INCLUDING ZIP CODE.
- 3. Answer all questions and completely summarize your experience including technical and managerial responsibilities and any special training, skills and qualifications for each position you have held.

If you need additional space to adequately describe your employment history, you may use this employment history sheet or attach a typed employment history providing the same information in the same format as this application form.

Name Gover	Evangelina			
Last	First	M	iddle	
Employer: SBC Mailing Address: 931		П	Immediate Supervisor Name: Paul Homburg Title: Deputy Counsel Supervisor's Telephone No.: 210-208-0000 If supervisory, number of employees you supervised:	Full-Time Part-Time Summer Temp/Project Give average # of hours worked per week if part-time: 40 +
	special training/skills/qualifications you have			
investigations of attorn Attend and present evi Assist trial attorneys in	estigative Reports ake presentations to grievan ey complaints dence in trial the preparation and prosecu			he
Specific reason for leaving: Si	ill employed.			
Position Title: Par Employer: Tex Mailing Address: 282 City & State/ZIP Sar Employer's Telephone No.: 210	ole Officer II cas Department of Criminal J 11 Guadalupe St 11 Antonio,TX 78207 1-436-5885	ustice	Immediate Supervisor Name: Robin Chandler Title: Parole Officer II Supervisor's Telephone No.: 210-436-5885 If supervisory, number of employees you	Full-Time Part-Time Summer Temp/Project Give average # of hours worked per week if part-time:
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Employer: Exit Realty Sanchez		Rick Sanchez	Part-Time Summer Imp/Project I
Mailing Address:		Title:	Summer
City & State/ZIP:		Realtor	Temp/Project ☑
Employer's Telephone No	ė.	Supervisor's Telephone No.:	Circa arranga #
Starting Date Leaving Date Current/ Technical			Give average # of hours worked per
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Summary of experience including special training/skills/qualifications y	ou nave used in iii	ie perioritarice of this job.	
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Prepared reports, correspondence, agendas, a			
Maintained calendar for important deadlines, a	ppointments	and travel	
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Conducted a professional level of customer ser	rvice for buy	ers and sellers	
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Specific reason for leaving:			
Realtor ended his busines			
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Position Title: Criminal Clerk/ Civil Record Bexar County District Clerk Mailing Address: 101 W Nueva	as Cierk	Unris Castillo Title:	Part-Time
Position Title: Uriminal Clerk/ Civil Record Employer: Bexar County District Clerk Mailing Address: 101 W Nueva City & State/ZIP: San Antonio TX	as Cierk	Title: Cniet of Civil Filing	Part-Time
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TEXAS DEPARTMENT OF CRIMINAL JUSTICE EMPLOYMENT APPLICATION SUPPLEMENT

Offic Avai	er or Parole Officer position, you are required to complete and submit a PERS 282B or PERS 282C, Statement of lability. To download this form, select Employment then Download Applications from the TDCJ website v.tdcj.texas.gov). Scroll down and select the appropriate link to download.
NOTI you; a Code	E TO APPLICANTS: With few exceptions, you are entitled upon request: (1) to be informed about the information the TDCJ collects about and (2) under Texas Government Code §§ 552.021 and 552.023, to receive and review the collected information. Under Texas Government § 559.004, you are also entitled to request, in accordance with TDCJ procedures, that incorrect information the TDCJ has collected about you receted.
1.	NAME: GOVEY EVANGLINA 2. SOCIAL SECURITY NO.
3.	(As it appears on your Social Security Card) DATE OF BIRT 4. PLACE OF BIRTH (STATE (NOTE: The date and place of birth are required to establish that the applicant is at least 18 years old and to help establish identity in conducting a criminal background investigation.)
5.	DRIVER'S LICENSE NO.:
6.	Have you previously been employed by the TDCJ or worked in a TDCJ facility on a contract basis? Yes No I If yes, give unit(s)/department(s) and dates: DISTRICT PAROLE 2021-2021
7.	Are you related to any employee of the TDCJ or member of the Texas Board of Criminal Justice? Y If yes, list name, relationship and unit/department of assignmen
8.	May we contact your present employer for a reference? Yes No Not presently employed
9a.	Have you ever been fired from a job? Yes No Have you ever been asked to resign from a job? Yes No If yes to either of the questions above, provide the <u>name of the employer</u> , <u>dates of employment</u> , and the <u>reason</u> :
9b.	Have you engaged in sexual abuse in a prison, jail, lockup, community confinement facility, juvenile facility, or other institution? Yes \(\sigma\) No \(\sigma\)
9c.	Have you been convicted of engaging or attempting to engage in sexual activity in the community facilitated by force, overt or implied threats of force, or coercion, or if the victim did not consent or was unable to consent or refuse? Yes \(\sigma\) No
9d.	Have you been civilly or administratively adjudicated to have engaged in sexual activity in the community facilitated by force, overt or implied threats of force, or coercion, or if the victim did not consent or was unable to consent or refuse? Yes \sum No \times\sum 1
9e.	Have you been involved in any substantiated incidents of sexual harassment? Yes No It yes, please explain:
10.	Are you willing to work any day of the week required for the position for which you are applying? Yes X No
11.	If you are a male, age 18 through 25, have you registered with the Selective Service? Yes \(\subseteq\) No
	If no, are you exempt from registration? Yes \(\square\) No \(\square\) I am not a male, age 18-25 \(\square\)
12a.	Are you or any immediate member of your family (to include, but not limited to your parent, brother, sister, spouse, or child) related to a current or former TDCJ offender (incarcerated or on parole)? name of the offender(s):
	Are you now or have you ever been involved in a spousal relationship with a current or former TDCJ effective (incorporated or on parole)? This includes marriage, common-law marriage, lived together or had a child together? If yes, provide the name of the offender(s):
12c.	Do you have a current business partnership or gang association with a current or former TDCJ offender (incarcerated or on parole)? If yes, provide the name of the offender(s):
12d.	Are you on a current TDCJ offender's visitation list? If yes, provide the name of the offender(s):
12e.	Have you corresponded in the past year with a current TDCJ offender If yes, provide the name of the offender(s):

Notes

- If you answered yes to Question 12a, 12b, 12c, 12d, or 12e, above, you are required to complete and submit a PERS 282A, Additional Offender Information form. This form is available from the TDCJ website.
- If you have a personal relationship with an offender, who is not a relative, be sure to read the "Offender Relationships" paragraph on Page 4 of this Supplement.

IMPORTANT

Read the definition of conviction in Question 15. When answering questions 13 through 15, do not include: (1) any violation of law committed before your 17th birthday if the final decision was made in juvenile court or under a youth offender law; (2) any conviction whose record was expunged under federal or state law; (3) minor traffic violations. DWI, DUI, Open Container and Driving While License Suspended are not minor traffic violations and must be listed.

13.	Do you have any criminal charges currently pending? (examples: paying fines or restitution, waiting for court date, etc.) Yes No if yes, please explain:									
14.	Are you on parole or probation, deferred adjudication or under a pre-trial diversion agreement? Yes No If yes, please explain:									
15.	Have yo If yes, li necessar	st each one below	cted of a crime (misdemea Include those that may	nor or felony)? Ye not appear on you	es No No r record at this tim	e. Attach an additional page if				
	Please N served, p	Note: For purpose placed on probation	s of employment with the n (includes deferred adj u	TDCJ, convictions dication), and cou	include sentenced to rt-ordered restitution	o confinement, paid fine, time				
Con Date	viction	Felony or Misdemeanor	Offense	Offense Class	City & State	Punishment				
N	H									
16a. 16b.	other La	w Enforcement W	nt in a Correctional Office l'eapons as may be necessa tions against you carrying	ry to perform your	duties? Yes 📈 N					
16c.	code nu	mber that appears	on your EAD (examples:	A05, A12, C08, C09	9, C33, etc.):	AD), please provide the category Not Applicable				
17.	Are you	now or have you	ever been a member of a s	treet gang? Yes] No 🔯					
	superior	now or have you ity or separation, in ment? Yes \(\bigcap \)	ndependence from govern	iliated with an orga mental laws and re	nization that promo gulations or overthro	tes racial, ethnic or gender ow of the United States				
	If you a	nswered yes to eit	ner of these questions, pro	: (\ W	information:					
	a. Nam	e of the organizati	on and dates of membersh	nip:						
	b. Posit	tion or positions y	ou held in the organization	n: V T						
	c. Arre	sts and/or convicti	ons resulting from your ac	ctivities as a membe	er: V H					
18.	associate laws and	ed with organizati	ons that promote racial, et erthrow of the United Stat	hnic or gender supe	riority or separation	ith a street gang or that are, independence from governmental res, provide a description and				

PERS 282 (01/22) Page 2

CONDITIONS OF EMPLOYMENT

Minimum Standards for all Applicants

- 1. Must be a U.S. citizen or an immigrant with lawful status, who is authorized to work in the U.S.
- 2. Must be at least 18 years of age
- 3. Must possess a High School Diploma from an accredited senior high school or equivalent or a state-issued General Education Development (GED) certificate
- 4. Must not be on probation for any criminal offense
- 5. Must not have pending charges for any criminal offense or have an outstanding warrant
- 6. Convicted felons (or those convicted of an equivalent offense under the Uniform Code of Military Justice) do not become eligible for consideration until 10 years have elapsed since termination of sentence.
- 7. Must not be on active duty in the military (persons on terminal leave from active duty may apply)
- 8. Males, age 18 through 25, must be registered with the Selective Service if required to do so by Federal Law.
- 9. Must be able to perform the essential functions of the position applied for, with or without reasonable accommodation
- 10. Must pass the TDCJ drug test
- 11. All applicants, who may have contact with offenders, are ineligible for employment if they have committed any activity described in questions 9b, 9c, or 9d.

Additional Minimum Standards for Correctional Officer and other Security Applicants

- 1. Never have been convicted of a felony
- 2. Not have been convicted of a Class A misdemeanor, or the equivalent, within the last 10 years
- 3. Not have been convicted of a Class B misdemeanor, or the equivalent, within the last 3 years
- 4. Never have been convicted of an offense that involved domestic violence
- 5. Not have been discharged from the Armed Forces under dishonorable conditions
- 6. Must pass the TDCJ pre-employment test and physical agility test

The Gun Control Act, 18 U.S.C. § 922(g), makes it unlawful for certain categories of persons to possess firearms or ammunition, to include a person:

- 1. Who has been convicted in any court of a crime punishable by imprisonment for a term exceeding one year;
- Who is a fugitive from justice;
- 3. Who is an unlawful user of or addicted to any controlled substance (as defined in 21 U.S.C. § 802);
- 4. Who has been adjudicated as a mental defective or has been committed to a mental institution;
- 5. Who is an illegal alien;
- Who has been discharged from the Armed Forces under dishonorable conditions;
- 7. Who has renounced his or her United States citizenship;
- 8. Who is subject to a court order restraining the person from harassing, stalking, or threatening an intimate partner or child of the intimate partner; or
- Who has been convicted in any court of a misdemeanor crime of domestic violence.

Requirement to Report to Work in Emergency Situations

In an emergency situation that presents an immediate or potential threat to public safety as determined by a Warden or Department Head, it is mandatory that the following essential staff report to work: a) correctional officers and supervisors; b) parole officers and parole supervisory staff; and c) staff necessary to support emergency operations. Employees may be required to work overtime, have work schedules changed, have days off cancelled, and be temporarily reassigned to a different work location. If an employee is absent based on a claim of illness or injury on a day or days the employee was required to report to duty during an emergency response situation, the employee may be required to furnish a health care provider's statement within two workdays after the employee returns to work.

Mandatory evacuation orders given by local or state officials (e.g., for anticipated landfall of a hurricane) do not relieve employees from the requirement to report to work as required by their assigned daily schedule card or as directed by a supervisor in emergency situations. Failure to report to duty or remain on duty may result in disciplinary action up to and including dismissal from employment.

Important Note

For purposes of employment with the TDCJ, convictions include sentenced to confinement, paid fine, time served, placed on probation (includes deferred adjudication) and court-ordered restitution.

Additional Standards for Non-Security Applicants are stated in job posting and position descriptions. In addition, Parole Officers are required to have access to and be willing to use their own transportation for work and that they carry liability insurance. Parole Officers must not have been convicted of any offense involving domestic violence, and must not have been discharged from the Armed Forces under dishonorable conditions. Minimum standards for entry level Substance Abuse Counselor applicants will be explained by the contact person listed on the job posting.

Assignments

Initial assignment locations within the TDCJ are determined by applicant preference, consistent with the needs of the agency. The TDCJ reserves the right to reassign employees to different locations if necessary to meet its needs. Employees may submit a request for reassignment to another location in accordance with published procedures. However, there are many requests on file for certain areas and the waiting time for reassignment to these areas may be excessive.

Employee Drug and Alcohol Testing

All employees are subject to reasonable suspicion drug and alcohol testing.

Overtime

Employees who are authorized overtime and required to work overtime will be given Fair Labor Standards Act (FLSA) compensatory time. This compensatory time will be banked, used, or cashed out consistent with TDCJ policy.

Continued on next page

CONDITIONS OF EMPLOYMENT (Continued)

Falsification of Application

It is important that the employment application be filled out completely and accurately. Any determination that the application has been falsified is grounds for refusing employment or terminating employment if already employed.

Organizational Affiliations

Affiliation with organizations that threaten the safety and security of a TDCJ facility may result in disqualification or termination of employment.

Employment Rights

Employees of the TDCJ are "at will" employees. This means that employment is for no definite period and may, regardless of the date or payment of wages and salary, be terminated at any time without prior notice.

Offender Relationships

TDCJ employees are prohibited from continuing or establishing a relationship with an offender or an offender's family member if the relationship jeopardizes or has the potential to jeopardize the security of the TDCJ or compromises the effectiveness of the employee. Prohibited relationships include those involving cohabitation, sexual misconduct or actions that jeopardize or have the potential to jeopardize the security of the TDCJ. This means that employees may not have personal contact or

relationships with offenders currently incarcerated or on parole outside of their official duties if this contact or relationship would jeopardize or has the potential to jeopardize the security of the TDCJ. Prohibited contact includes living together, writing letters or notes, telephone contact, visitation, and depositing funds into an offender's trust fund. If an employee had a child together with an offender, employee contact with the offender or offender's family may be limited to that which is necessary to foster a relationship with the child. As a condition of employment with the TDCJ, employees with prohibited relationships must sever those relationships. Sever means to cease any and all cohabitation, intimate encounters, verbal or written communications, visitation, and other prohibited contact. Continuation of a prohibited relationship after employment with the TDCJ may result in dismissal from employment if a determination is made by the TDCJ that the relationship jeopardizes or has the potential to jeopardize the security of the TDCJ.

Additional Information

Information concerning any event that may affect eligibility for employment with the TDCJ that occurs after the application has been submitted, to include criminal charges, must be provided in writing immediately to the Section Director, Employment, TDCJ Human Resources Headquarters, 2 Financial Plaza, Suite #600, Huntsville, TX 77340. Failure to do so may be considered falsification of the application for employment and may result in disqualification or termination of employment.

CERTIFICATION: I certify that my answers are true, complete, and correct to the best of my knowledge and that I have not evaded or omitted any part thereof to reflect an untruth. I understand that falsification constitutes grounds for refusing or terminating employment. I have also read and understood and I agree to the Conditions of Employment and document requirements in this Supplement.

DUTY TO DISCLOSE: I hereby acknowledge that I have a duty to disclose any sexual misconduct during the term of my employment. I further acknowledge that I have a duty to disclose any misconduct on my part while working for previous employers.

Signature:	and	Date: 7 9 25

REQUIRED DOCUMENTS

Applications will not be processed without the required documents. Documents in the application must be photocopies and will become a permanent part of the application. DO NOT INCLUDE ORIGINALS.

- photograph and/or date of birth, sex, height, eye color and address. Receipts are not acceptable without the license with photograph. You will also need to present the original license during screening for Correctional Officer applicants or during employment in-processing for non-correctional applicants. (SEE NOTE 1 AND 2, BELOW.)
- 2. A copy of your SOCIAL SECURITY CARD. This must be a copy of the original card issued by the Social Security Office. The following are not acceptable: metal or other reproductions; altered cards; laminated cards that were not signed before lamination; laminated cards that have the statement, "This card is invalid if laminated" on the back and cards that contain the statement, "Valid for work only with DHS Authorization." You will also need to present the original card at the same time you present your driver's license.
- 3. For positions that do not require a college degree: A copy of a DIPLOMA or TRANSCRIPT that documents the highest level of education completed or a copy of a state or military-issued GED Certificate. For positions that **do** require a college degree: A copy of your COLLEGE DIPLOMA or TRANSCRIPT. Windham School System requires official college transcripts verifying highest degree conferred. SEE NOTE 3, BELOW.
- 4. A copy of the DD Form 214 you were issued for the final period of active duty, if you served in the U.S. military. This must be a complete Member 4 Copy or other copy, which includes the type of discharge. If you are on terminal leave from active duty, attach a letter from your commander indicating the date of discharge and type of discharge. The DD Form 214 must be submitted after the discharge date. If you no longer have your copy of your DD Form 214, you may request a copy on-line at: http://www.archives.gov/research_room/vetrecs

- 1. A copy of your current DRIVER'S LICENSE with a | 5. If you are a male, age 18 through 25, you must provide a copy of your SELECTIVE SERVICE REGISTRATION CARD or proof of exemption from Selective Service registration. If your card is not available, you may obtain proof of registration from the Internet and submit a printed copy of this proof. You may obtain proof of registration or register at the following address: http://www.sss.gov/regist.htm
 - 6. A DISPOSITION for each item reported in questions 13, 14 and 15. A disposition is a statement of the charge, date, and the results of the case. If the charge was dismissed, the disposition must state the reason for dismissal. Dispositions can normally be obtained from the clerk of the court having jurisdiction over the case.

NOTES:

- 1. Your original unexpired Driver's License and Social Security Card may be used to verify your identity and eligibility for employment in the U.S. Both will be immediately returned to you. Verification of eligibility for employment in the U.S. is required by the Immigration Reform and Control Act of 1986.
- 2. If you do not have a driver's license, any of the following documents are acceptable: unexpired State-issued ID Card; U.S. Military ID Card; School ID Card with photograph; unexpired ID Card issued by a federal, state, or local government agency; Voter Registration Card; U.S. Passport; Unexpired Foreign Passport with Employment Authorization; or, Alien Registration Card with photograph.
- 3. Foreign/International diplomas or education credentials must be evaluated by a TDCJ-approved evaluation service or a member organization of the National Association of Credential Evaluation Services (NACES).

For State Agency Use Only:
Applicant Number:

APPLICANT EEO DATA FORM

The information requested is optional and is being collected for the purpose of reporting to Federal and Equal Employment Opportunity Agencies and will not be considered as part of the application for employment. It will be separated from the application.

1. Job Posting Number	2. Last Name (Type or Print)	int) First		Middle				
032020	Gover	Ev	angelina					
2 Address	City	State	ZIP Code	4. Daytime Phone	5. Work Phone			
6. Sex 7. Birth Date	8. Ethnic Origin							
9. Veteran	10. Surviving Spouse of Veteran who has not remarried			11. Orphan of Veteran				
☐ Yes ■ No	☐ Yes ■ No			☐ Yes ■ No				
12. Spouse of a member of the US armed forces or Texas National Guard serving on	Spouse and primary source of income for a veteran who has a total disability with a rating of at least 70 percent or on individual unemployability			14. Former Texas Foster Youth 25 yrs of age or younger				
active duty ☐ Yes ■ No	☐ Yes 🔳 No			☐ Yes ■ No				
15. How did you first find out about this job?								
□ 01 - Other State Employee □ 06 - Newspaper □ 11 - WorkInTexas.com □ 02 - Job Fair □ 07 - College/University Career Day □ 03 - Professional Publication □ 04 - Recruitment Poster □ 09 - Radio □ 05 - Television □ 10 - Agency Web Site - Internet □ 11 - WorkInTexas.com □ 12 - Other (specify): □ 12 - Other (specify): □ 12 - Other (specify): □ 13 - WorkInTexas.com □ 12 - Other (specify): □ 13 - VorkInTexas.com □ 12 - Other (specify): □ 13 - VorkInTexas.com □ 12 - Other (specify): □ 13 - Other (specify): □ 14 - VorkInTexas.com □ 12 - Other (specify): □ 13 - Other (specify): □ 14 - VorkInTexas.com □ 12 - Other (specify): □ 15 - Other (specify): □ 16 - Newspaper □ 17 - VorkInTexas.com □ 18 - VorkInTexas.com □ 19 - Other (specify): □ 10 - Other (specify): □ 10 - Other (specify): □ 12 - Other (specify): □ 13 - VorkInTexas.com □ 12 - Other (specify): □ 13 - VorkInTexas.com □ 12 - Other (specify): □ 13 - VorkInTexas.com □ 13 - VorkInTexas.com □ 13 - VorkInTexas.com □ 10 - Other (specify): □ 10 - Newspaper □ 10 - Other (specify): □ 10 - Newspaper □ 10 - Other (specify): □ 10 - Newspaper □ 12 - Other (specify): □ 13 - VorkInTexas.com □ 12 - Other (specify): □ 13 - VorkInTexas.com □ 13 - VorkInTexas.com □ 14 - VorkInTexas.com □ 12 - Other (specify): □ 10 - Newspaper □ 10 - Newspaper □ 10 - Newspaper □ 10 - Newspaper □ 10 - Other (specify): □ 10 - Newspaper □ 10 - Other (specify): □ 10 - Newspaper □ 10 - News								
X 9 7 9 25 Signature – Applicant Date								
White – a person having origins	in any of the original peopl	es of Europe	e, the Middle	East, or North Africa.				
Black – a person having origins	in any of the black racial g	roups of Afri	ca.					
Hispanic – a person of Cuban, Mexican, Puerto Rican, South or Central American, or other Spanish culture or origin, regardless of race.								
Asian – a person having origins in any of the original peoples of the Far East, Southeast Asia, or the Indian subcontinent including, for example, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam.								
American Indian or Alaskan Native – a person having origins in any of the original peoples of North and South America (including Central America), and who maintains tribal affiliation or community attachment.								
Native Hawaiian or Other Pacific Islander – a person having origins in any of the original peoples of Hawaii, Guam, Samoa, or other Pacific Islands.								
Two or More Races – a person who primarily identifies with two or more of the above race/ethnicity categories.								
AN EQUAL OPPORTUNITY EMPLOYER								

Matthew T. Karol

Executive Director of the Texas Department of Criminal Justice

Dear Sir/Madam:

Are you looking for an Executive Director who possesses:

- · Over 14 years of experience in corrections
- 10 years of experience in Probation/Parole
- Master's degree in criminal justice from Boston University
- Excellent written and oral communication skills
- A passion to learn and to increase their skills

If so, look no further. You will see from my enclosed resume that I meet all these qualifications and more.

I would very much like the opportunity to discuss your Executive Director position with the State of Texas Department of Criminal Justice. Please contact me at the above contact information at your earliest convenience to schedule an interview.

Thank you for taking the time to review my resume. I look forward to talking with you.

Sincerely, Matthew Karol

Matthew Karol

Probation/Parole Officer

I am currently a Probation/Parole officer for the State of New Hampshire. I have been to police academies in Massachusetts, Maine, and New Hampshire as well as corrections academies in NH and Maine. I have a bachelor's degree in criminal justice from Colorado Technical University and a master's in criminal justice from Boston University. I am interested in the open position of Executive Director for the Texas Department of Criminal Justice. With my extensive background in law enforcement and corrections, I believe I would be an asset to the Texas Department of Criminal Justice.

Work Experience

Probation/Parole Officer III

New Hampshire Department of corrections - Laconia, NH June 2015 to Present

Scope of work: To supervise adult probationers and parolees and enforce compliance with conditions imposed by the Superior and Circuit Courts and Adult Parole Board in accordance with federal and state laws and departmental policies. To investigate cases as requested by the Courts and/or Adult Parole Board and independently work on high-risk cases and to mentor and supervise the work of PPO I/PPO II. Works under the supervision of the District Chief Probation/Parole.

Accountabilities: Completes advanced training in order to function independently in addressing complex cases, demonstrating thorough knowledge of all aspects of Probation and Parole. Supervises Probation/Parole Officers I and Probation/Parole officers II, and support staff. Assists with performance evaluations and hiring, provides and refers staff to training, reviews personnel actions and audits work and cases, develops and analyze statistics, reports, and case record data; identifies and implements areas for improvement and makes recommendations to the District Chief.

Delegates and reviews request for specialized services, staff, and resources while assisting local, county, state, and Federal law enforcement agencies; Coordinates with social services, substance abuse programming, and other stakeholders in and around the region May be assigned to community-based programs including Drug Court, Mental Health Court, and Veterans Court.

Maintains regular contact with offenders through office, residence, and work visits in compliance with Court orders and orders of the Adult Parole Board; monitors progress of meeting probation/parole conditions such as restitution, fines, lawyer's fees, other Court costs, and enrollment in treatment programs; Coordinates judicial, law enforcement and social service resources in supervision of offenders.

Prepares and prosecutes probation cases in Circuit & Superior Courts and parole hearings before the Adult Parole Board, including reports, citations, affidavits, complaints, and warrants; Testifies as a witness in court when necessary.

Applies de-escalation principles, motivational interviewing, and effective practices in community supervision (EPICS) techniques to engage probationers, parolees, and others under their supervision to engage in community treatment and programmatic interventions that reduce their risk of recidivism.

Operates in a multitude of potentially hazardous environments, including residences of convicted felons on a recurrent basis where weapons, drugs and other convicted felons may be present. Administers drug and alcohol tests, including random drug screens of offenders, to verify compliance with substance abuse treatment programs. Collects, preserves, tests, and maintains samples of bodily fluid and/or breath to detect substance use or abuse by convicted offenders under supervision.

Arrests parole and probation violators forcibly if necessary, using handcuffs and other restraints; subdues resisting suspects using maneuvers, approved weapons, and hands and feet in self-defense. Utilizes firearms and other law enforcement equipment such as worn cameras pursuant to RSA 105-D, in various body positions under stressful conditions and at proficiency levels as prescribed in certification standards.

Transports inmates, probation, and parole offenders to and from courts and/or custodial facilities. Pursues fleeing suspects, which may involve quickly entering and exiting vehicles; lifting, carrying, and dragging heavy objects; climbing over obstacles; jumping from elevated surfaces; climbing through openings; jumping over obstacles, ditches, and streams; crawling in confined areas; balancing on uneven or narrow surfaces and using body force to gain entrance through barriers.

Knowledge of administrative and personnel function. Advanced knowledge in specialized laws, rules and programs related to probation and parole. Knowledge of sociology, anti-social and criminal tendencies. Knowledge of methods, practices, and procedures relative to behavior change and probation and parole investigations. Demonstrates ability to provide specialization in the supervision of selected "high risk" offenders requiring extensive casework skills. Ability to manage and supervise employees within a diverse correctional setting. Ability to make independent decisions in the field. Ability to establish and maintain effective working relationships with multiple stakeholders including courts, Board of Parole, law enforcement and collateral agencies, probationers, parolees and the general public. Maintains appearance appropriate to assigned duties and responsibilities as determined by the agency appointing authority.

September 2017-Present

Special Housing Unit OIC:

Supervise anywhere from 3-10 officers in the Special Housing Unit (SHU) at the New Hampshire State Prison for Men (NHSP-M) in Concord, NH.

Responsibilities:

Supervising staff: Directing and overseeing correctional officers assigned to the Special Housing Unit (SHU). Ensuring staff follow policies and procedures, providing guidance and support to officers in managing inmates and handling situations.

Security and Management: Maintaining order and control with the SHU, which houses inmates separated from the general population due to disciplinary reasons or safety concerns. Enforcing prison rules and regulations specific to the SHU environment, where restrictions on movement and privileges may be heightened. Monitoring Inmate

activities and conducting regular checks to ensure safety and prevent prohibitive actions. Conducting searches of inmates and cells for contraband like weapons and drugs.

Incident Response and Reporting: Responding to and de-escalating conflicts or violent incidents between inmates or involving staff. Documenting critical incidents, inmate behavior, and disciplinary actions. Communicating with high-ranking officials about significant events or situations within the SHU.

Administrative and Operational Tasks: Inspecting the SHU facilities to ensure security, safety, and compliance with standards. Overseeing Inmate counts and reporting on the status of the SHU population. Facilitating communication between shift officers and command staff.

Security Supervisor

AlliedBarton Security Services - Boston, MA

Responsibilities

Lead a team of up to 6 officers in flawlessly executing daily security procedures to ensure operational effectiveness and safety of the Atlantic Wharf properties. Perform grounds checks and oversee numerous access points. Manage all staff scheduling to ensure sufficient relief and coverage. Swiftly resolve issues, maintain records, and write incident reports. Train team members in key security processes and procedures. Evaluate staff performance.

Key Achievements:

Successfully completed AlliedBarton Edge courses to include Master Security Officer Levels 1-5. As well as multiple leadership courses, and emergency management courses.

Accomplishments

Completed the AlliedBarton edge program, including Master Security Officer levels 1-5

Skills Used

Interpersonal communication skills, and computer skills

Site Supervisor

G4S Secure Solutions - Waltham, MA

May 2012 to November 2012

Managing security for Bank of America, supervising 6-11 officers daily, creating weekly schedules as well scheduling for call offs, also supervising numerous access points.

Security Supervisor

G4S Secure Solutions - Boston, MA July 2011 to May 2012

Supervising between 9-16 Critical Facility Officers on any given shift. Dealt with numerous protests during the Occupy Boston movement (protesters ranged from 100-3000 participants at any given time). Made sure all the access points were secure and employees and visitors were safe. I also worked with Boston Police and the secret service for visiting dignitaries (i.e Mitt Romney, and the Irish Prime Minister). Also wrote daily incident reports.

Critical Facility Officer

G4S Secure Solutions - Boston, MA

March 2011 to July 2011

Completed Critical Facility Officer (CFO) training. Assigned to numerous access points at the Bank of America Regional Headquarters. Reliable and dependable employee that volunteered for extra shifts.

Five-star chauffeur

Lifestyles transportation inc. - Everett, MA August 2009 to March 2011

Provided transportation to concerts, ball games, road shows, airport and high security events. Superior interpersonal communication and problem-solving skills. Managed customer requests and job assignments. Very reliable and dependable employee

Chauffeur

Blacktie Limousine - Haverhill, MA May 2008 to August 2009

Provided transportation to concerts, ball games, road shows, airport and high security events. Superior interpersonal communication and problem-solving skills. Managed customer requests and job assignments. Very reliable and dependable employee

Chauffeur

Universal Transportation - Wakefield, MA January 2006 to May 2008

Provided transportation to concerts, ball games, road shows, airport and high security events. Superior interpersonal communication and problem-solving skills. Managed customer requests and job assignments. Very reliable and dependable employee

Security officer

Asset Protection Associates - Boston, MA

December 2004 to December 2005

Assisted Postal police daily with securing the grounds of the United States Postal & Distribution Center in Boston, Ma. Validated passes for vehicles to pass through with proper credentials. Verified employee identification throughout the shift. Performed randomized security sweeps throughout the facility

Corrections Officer

Cumberland County Sheriffs Office - Portland, ME

August 2001 to February 2004

Provided care, custody, and control of county, state and federal inmates. Member of the sheriff search team, field training officer. I was trained in all aspects of the jail including intake. Was also required to write daily incident reports.

Education

Graduated

Colorado Technical University-Online - Colorado Springs, CO 02/2014, Bachelor of Science in Criminal Justice

Boston University-metropolitan college, Boston, MA 01/2017 with a Master of Science degree in Criminal Justice.

Completed the Corrections academy for the NH Department of Corrections on 04/2016.

Became a certified Probation/Parole Officer in NH 06/2016.

certificate in Basic Law Enforcement

Maine 100-hour pre-service law enforcement school - Vassalboro, ME March 2008 to March 2008

Corrections policies and procedures

Maine Basic Corrections School - Portland, ME Aug 2001 to Sept 2001

certificate in basic law enforcement

Northeast Regional Police Institute - Tewksbury, MA Sept 1996 to Dec 1996

Skills

Knowledge of Federal, state, and local laws. Trained in firearms, taser 7, and OC. Proficient in handcuffing, defensive tactics, de-escalation techniques. Completed Field Training Officer course through Granite State Police Career Counseling 03/2024, completed 40 hour course for the crisis intervention team in 03/2023.

Professional References.

Nathan Moss

Deputy Sheriff-Belknap County Sheriffs Office-Laconia, NH



Adam Temple

Det. Sgt.-Sagadahoc County Sheriffs Office- Bath, Maine



Preston Schaub

K9 Investigator-NH Department of Corrections-Concord, NH





THE STATE OF TEXAS APPLICATION FOR EMPLOYMENT

For State Agency Use Only	
Date received	
Time received	
Received by	

Job Applicant No

PRINT IN BLACK INK OR TYPE. These instructions must be followed exactly. Fill out application form completely. If questions are not applicable, enter "NA." Do not leave questions blank. Be sure to sign when completed. The State of Texas is an Equal Opportunity Employer and does not discriminate on the basis of race, color, national origin, sex, religion, age or disability in employment or the provision of services. You may make copies of this application and enter different position titles, but each copy must be signed. Resumes will not be accepted in lieu of applications, unless specifically stated in the job vacancy notice. This application becomes public record and is subject to disclosure.

With few exceptions, you have the right to request and be informed about information that the State of Texas collects about you. You are entitled to receive and review the information upon request. You also have the right to ask the state agency to correct any information that is determined to be incorrect. (Reference: Government Code, Sections 552.021, 552.023 and 559.004.)

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Are you w	villing to	work hours other tha	ın 8-5? Yes	N 🔳 N	ه ٦			What da	ys are y	ou unable to wo	rk? Mond	ay-Sunday	
		travel? Yes No			- <u></u>						World	ay Canaay	
-	-								time? _	100%_			
Current D	nvers L	icense # (if required	for positior								Commerci	al Driver's Licens	e Yes 🗌 No 🔳
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EDUCAT	LION (N	IOTE: Applicants may	be require	ed to p	provid	e proc	of of dip	oloma, d	egree, tra	anscripts, licens	es, certification	ons, and registrat	tions.)
		uate or GED? Yes											/
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Type	<i>'</i>	Name and Loca	tion		om	Attend	ed To	4	ate	Expected	Sem/Clock	Туре	Major/Minor
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Туре		1	Dates /	Attend	ed	Date	Expected	Sem/Clock	Туре	Major/Minor
of	Name and Location	Mo.	om		Го	Graduated	Graduation	Hours	of Diploma	Fields
School	of School		Yr.	Mo.	Yr.		Date	Completed	or Degree	of Study
Undergraduate Colleges or	Colorado Technical University	09	13	05	15	yes	graduated		BS-CJ	Criminal Justice
Universities										
Graduate Schools	Boston Univeristy	09	15	01	17	yes	graduated		MS-CJ	criminal Justice
SCHOOLS										
Technical or Vocational Schools										

AN EQUAL OPPORTUNITY EMPLOYER

If a license, certificate, or other aut	horization is required	d or related to the po	sition for which you are ap	plying, complete the fo	ollowing:
LICENSE/CERTIFICATION (P.E., R.N., Attorney, C.P.A., etc.)	Date Date issued expire	Issue	by/Location of issuing or other authority) (City	authority	
	ISSUEU CAPITE	os (State	or other authority) (City	di State)	License No.
Special Training/Skills/Qualificate calculators, printing or graphics equal certified as a State qualified with G-45, tast the bleed. Crisis interest province and province an	e of NH Corre er qualified wi evntion through r minute do you type position) Yes No In English? (If require	quipment, types of sections Officer ith taser-7, ce h NAMI-NH, sections of the section of the se	oftware and hardware. (At and Probation/Pa rtified with oleores uicide prevention. es □ No ■	ttach additional page, arole Officer III. sin capscum (C, defensive tact	if necessary.) Firearms OC spray) Stop
Have you ever been employed by t	he State of Tever? V	es C No E	Ass		
if you have been previously employ N/A		_		nployed by the State o	of Texas? Yes 🗌 No 🗉
FORMER FOSTER YOUTH (Verific	ation may be require	ed.)			
Were you a foster youth unde if yes, are you currently 25 ye	er the Texas Departm ears of age or younge	ent of Family and Pr er? Yes ☐ No ■	otective Services on the d	ay before your 18th bir	thday? Yes ☐ No ■
WILITARY SERVICE (A copy of a re	eport of separation fr	om the Armed Service	es may be required.)		
Are you a veteran? Yes N			N/A		
Dates of Service (From/To):	N/A				
Are you a surviving spouse o Are you a surviving orphan o	f a veteran who has f a veteran killed whi	not remarried? Yes le on active duty? Ye	□ No ■ s □ No ■		
If yes, complete dates of serv (From/To):	rice for veteran	N/A			
Are you the spouse of a mem Are you the spouse and prim unemployability? Yes \[\text{No } [ary source of income	forces or Texas Nat for a veteran who h	ional Guard serving on ac as a total disability with a r	tive duty? Yes No [rating of at least 70 pe	 ■ rcent or on individual
PLEASE F UNDER	READ THE FOLLO	OWING STATEME	NTS CAREFULLY AND	D INDICATE YOUR	
I certify that all the informatio complete, and I understand thired, termination. I understand that as a condition of the co	n provided by me in nat any misstateme on of employment, Texas requires all ration or exemption agencies will check riminal history in ac s or organizations re- tion, or any other in	n connection with mont, falsification, or of a limit will be required to males who are 18 ti from registration up to with the Texas Depleterenced in this appropriation they might	y application, whether or mission of information m provide legal proof of au prough 25 and required to nhire. Public Safety cable statutes. polication to give you any thave personal or other	n this document or no nay be grounds for re- uthorization to work in to register with the Se the Federal Bureau and all information or	fusal to hire or, if the U.S. elective Service, to of Investigation or oncerning my
THIS APPLICATION MUST BE SIGNED	SIGN HERE:	X NA	SH	04/	10/2010
			Signature – Applica	nt	Date

(0923)

EMPLOYMENT HISTORY

This information will be the official record of your employment history and must accurately reflect all significant duties performed. Summaries of experience should clearly describe your qualifications.

- Include ALL employment. Begin with your current or last position and work back to your first. Employment history should include each position held, even those with the same employer.
- 2. EMPLOYER ADDRESSES MUST BE COMPLETE MAILING ADDRESSES, INCLUDING ZIP CODE.
- Answer all questions and completely summarize your experience including technical and managerial responsibilities and any special training, skills and qualifications for each position you have held.

If you need additional space to adequately describe your employment history, you may use this employment history sheet or attach a typed employment history providing the same information in the same format as this application form.

Name Karol	Matthew	Todd
Last	First	Middle
Mo. Day Yr. Mo. o 12 2015 Summary of experience inc	ving Date Current/ Technical Day Yr. Final Salary Non-Managerial Supervisory/Managerial Cluding special training/skills/qualifications you have	Immediate Supervisor Name: Serene Eastman Title: Distrcit Cheif PPO Supervisor's Telephone No.: If supervisory, number of employees you supervised: Used in the performance of this job:
conditions impose federal and state is and/or Adult Parol the work of PPO I/	d by the Superior and Circuit Cour aws and departmental policies. To e Board and independently work o	parolees and enforce compliance with ts and Adult Parole Board in accordance with investigate cases as requested by the Courts on high-risk cases and to mentor and supervise ion of the District Chief Probation/Parole.
Position Title: Employer: Mailing Address: City & State/ZIP Employer's Telephone No.: Starting Date Leav Mo. Day Yr Mo. 12 2017 Summary of experience inc Directing and overs Ensuring staff follo managing inmates Inspecting the SHL Overseeing Inmate	Special Housing Unit-OIC NH DOC 64 South St. Concord, NH 03301 603-271-5650 Ing Date Current/ Technical Non-managerial Supervisory/Managerial Supervisory/Managerial Seeing correctional officers assign w policies and procedures, providing and handling situations. J facilities to ensure security, safet	Immediate Supervisor Name: Capt. Chris Turcotte Title: Shift Commander Supervisor's Telephone No.: If supervisor's Telephone No.: If supervisory, number of employees you supervised: 3-10 a used in the performance of this job: ed to the Special Housing Unit (SHU). Ing guidance and support to officers in aty, and compliance with standards. Ity, and compliance with standards. Ity, and compliance with standards. Ity, and compliance with standards. Ity and compliance
Specific reason for leavin	g: Currently employed by NH DOC	

Employer: Allied Ba Mailing Address: 580 Harr City & State/ZIP: Boston. I Employer's Telephone No.: 617-587- Starting Date Leaving Date Mo. Day Yr. Mo. Day Yr. 05 01 2012 06 12 2018	Current/ Final Salary Technical Non-managerial Supervisory/Managerial Supervisory/Managerial V	Immediate Supervisor Name: UNKNOWN Title: Supervisor's Telephone No.: 617-587-3500 If supervisory, number of employees you supervised: 6-10	Full-Time Part-Time Summer Temp/Project Give average # of hours worked per week if part-time: 40-50
Lead a team of 6-10 officers effectiveness and safety of the numerous access points. Mas Swiftly resolve issues, maintained security processes and processes and processes and processes accessfully completed Allies	raining/skills/qualifications you have used in flawlessly executing daily some Atlantic Wharf properties. It is nage all staff scheduling to ename ain records, and write incident edures. Evaluate staff perform dBarton Edge courses to include courses, and emergency managements.	security procedures to enso Perform grounds checks and on Insure sufficient relief and of the reports. Train team membrance.	nd oversee coverage. bers in key
Specific reason for leaving: New Op Position Title: Site Supe	ervisor	Immediate Supervisor Name:	Full-Time 7
Employer: Mailing Address: City & State/ZIP: Employer's Telephone No.: Starting Date G4S Section 218 Winter Waltham. 781-425-6		UNKNOWN' Title: Supervisor's Telephone No.: 781-425-6800	Full-Time Part-Time Summer Temp/Project Give average #
Mo. Day Yr. Mo. Day Yr. 07 2008 05 2012	Final Salary Non-managerial Supervisory/Managerial	If supervisory, number of employees you supervised: 9-16	of hours worked per week if part-time: 40-50
Summary of experience including special to Site supervisor: Managing security for Bank o as well scheduling for call offs	f America, supervising 9-16 o	fficers daily, creating weel	dy schedules
Security Supervisor Supervising between 6-11 Cr during the Occupy Boston mo time). Made sure all the acces worked with Boston Police an Irish Prime Minister). Also wro	ovement (protesters ranged from ss points were secure and errord and the secret service for visitin	om 100-3000 participants	at any given
Specific reason for leaving: New Opp			

TEXAS DEPARTMENT OF CRIMINAL JUSTICE EMPLOYMENT APPLICATION SUPPLEMENT

Please check those that apply	V
☑ New Applicant	_
☐ Former Employee	
☐ Veteran's Reinstatement	
ERS Retiree	

INSTRUCTIONS: All questions must be answered in full. Print in BLACK INK or TYPE. If you are applying for a Correctional Officer or Parole Officer position, you are required to complete and submit a PERS 282B or PERS 282C, Statement of Availability. To download this form, select Employment then Download Applications from the TDCJ website (www.tdcj.texas.gov). Scroll down and select the appropriate link to download.

NOTE TO APPLICANTS: With few exceptions, you are entitled upon request: (1) to be informed about the information the TDCJ collects about you; and (2) under Texas Government Code §§ 552.021 and 552.023, to receive and review the collected information. Under Texas Government Code § 559.004, you are also entitled to request, in accordance with TDCJ procedures, that incorrect information the TDCJ has collected about you be corrected.

Cod be d	de § 559.004, you are also entitled to request, in accordance with TDCJ procedures, that incorrect information the TDCJ has collected about you corrected.
1.	NAME: Karol Matthew Todd Last First Middle 2. SOCIAL SECURITY NO.:
	Last First Middle (As it appears on your Social Security Card)
3.	DATE OF BIRTH: 4. PLACE OF BIRTH (STATE): (NOTE: The date and place of birth are required to establish that the applicant is at least 18 years old and to help establish identity in conducting a criminal background investigation.)
5.	DRIVER'S LICENSE NO.:
6.	Have you previously been employed by the TDCJ or worked in a TDCJ facility on a contract basis? Yes No XI If yes, give unit(s)/department(s) and dates:
7.	Are you related to any employee of the TDCJ or member of the Texas Board of Criminal Justice? If yes, list name, relationship and unit/department of assignments
8.	May we contact your present employer for a reference? Yes No Not presently employed
9a.	Have you ever been fired from a job? Yes No Have you ever been asked to resign from a job? Yes No If yes to either of the questions above, provide the name of the employer, dates of employment, and the reason:
9b.	Have you engaged in sexual abuse in a prison, jail, lockup, community confinement facility, juvenile facility, or other institution? Yes No
9c.	Have you been convicted of engaging or attempting to engage in sexual activity in the community facilitated by force, overt or implied threats of force, or coercion, or if the victim did not consent or was unable to consent or refuse? Yes No
9d.	Have you been civilly or administratively adjudicated to have engaged in sexual activity in the community facilitated by force, overt or implied threats of force, or coercion, or if the victim did not consent or was unable to consent or refuse? Yes No
9e.	Have you been involved in any substantiated incidents of sexual harassment? Yes \(\bigcap\) No \(\bigcap\)
10.	Are you willing to work any day of the week required for the position for which you are applying? Yes X No
11.	If you are a male, age 18 through 25, have you registered with the Selective Service? Yes No
	If no, are you exempt from registration? Yes No I am not a male, age 18-25
12a.	Are you or any immediate member of your family (to include, but not limited to your parent, brother, sister, ensure or shill) related to a current or former TDCJ offender (incarcerated or on parole)? name of the offender(s):
12b.	Are you now or have you ever been involved in a spousal relationship with a current or former 1DCJ offender (incarcerated or on parole)? This includes marriage, common-law marriage, lived together or had a child together? If yes, provide the name of the offender(s):
12c.	Do you have a current business partnership or gang association with a current or former TDCJ offender (incarcerated or on parole)? yes, provide the name of the offender(s):
12d.	Are you on a current TDCJ offender's visitation list? V If yes, provide the name of the offender(s):
12e.	Have you corresponded in the past year with a current TDCJ offender? Y If yes, provide the name of the offender(s):

Notes

- If you answered yes to Question 12a, 12b, 12c, 12d, or 12e, above, you are required to complete and submit a PERS 282A, Additional Offender Information form.
 This form is available from the TDCJ website.
- If you have a personal relationship with an offender, who is not a relative, be sure to read the "Offender Relationships" paragraph on Page 4 of this Supplement.

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Read the definition of conviction in Question 15. When answering questions 13 through 15, do not include: (1) any violation of law committed before your 17th birthday if the final decision was made in juvenile court or under a youth offender law; (2) any conviction whose record was expunged under federal or state law; (3) minor traffic violations. DWI, DUI, Open Container and Driving While License Suspended are not minor traffic violations and must be listed.

14.	Are you If yes, p	on parole or problease explain:	ation, deferred adjudication of	or under a pre-tria	al diversion agreeme	ent? Yes 🗌 No 💢
15.	Have yo	u <u>ever</u> been convi	cted of a crime (misdemeano	or or felony)? Ye	es No X r record at this tim	e. Attach an additional page if
	Please N served, p	Note: For purpose placed on probation	s of employment with the TI n (includes deferred adjudi	DCJ, convictions cation), and cour	include sentenced to t-ordered restitution	o confinement, paid fine, time
Cor	viction e	Felony or Misdemeanor	Offense	Offense Class	City & State	Punishment
ба.	If accept	ed for employmen	t in a Correctional Officer, P	Peace Officer, or o	other security positi	on, do you agree to use firearms
бb.	Are there	w Enforcement W e any legal restrict e applying for emp	eapons as may be necessary ions against you carrying a fi	to perform your of irearm? Yes ployment authoric	No X If yes, ple	o Not Applicable Case explain: N/A AD), please provide the category
	Are there If you are code num	e any legal restrict e applying for employer that appears of	eapons as may be necessary ions against you carrying a fi	to perform your of irearm? Yes ployment authoricity, A12, C08, C09	No X If yes, ple zation document (E., C33, etc.):	o Not Applicable Case explain: N/A AD), please provide the category
бb. бс.	Are there If you are code num Are your asuperiorities	e any legal restrict e applying for employer that appears of now or have you enow or have y	capons as may be necessary ions against you carrying a fi coloyment under a federal empon your EAD (examples: A05 ever been a member of a street ever been a member or affilia	to perform your of irearm? Yes ployment authorice, A12, C08, C09 et gang? Yes ted with an organ	No X If yes, ple zation document (E., C33, etc.): No X	AD), please provide the category Not Applicable
b.	Are there code num Are your Are your Government	e any legal restrict e applying for employer that appears of now or have you end or separation, in lent? Yes No	capons as may be necessary ions against you carrying a fi coloyment under a federal empon your EAD (examples: A05 ever been a member of a street ever been a member or affilia	ployment authorics, A12, C08, C09 et gang? Yes ted with an organizated laws and reg	No X If yes, place If yes, pla	AD), please provide the category Not Applicable
b.	Are there code num Are you is superiorit Government	e any legal restrict e applying for employer that appears of the	capons as may be necessary ions against you carrying a fine ployment under a federal empon your EAD (examples: A05 ever been a member of a street ever been a member or affilial adependence from government of X	ployment authorist, A12, C08, C09 et gang? Yes ted with an organistal laws and reg	No If yes, ple zation document (E., C33, etc.): No Z nization that promote ulations or overthrouse formation:	AD), please provide the category Not Applicable
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CONDITIONS OF EMPLOYMENT

Minimum Standards for all Applicants

- Must be a U.S. citizen or an immigrant with lawful status, who is authorized to work in the U.S.
- 2. Must be at least 18 years of age
- Must possess a High School Diploma from an accredited senior high school or equivalent or a state-issued General Education Development (GED) certificate
- 4. Must not be on probation for any criminal offense
- Must not have pending charges for any criminal offense or have an outstanding warrant
- Convicted felons (or those convicted of an equivalent offense under the Uniform Code of Military Justice) do not become eligible for consideration until 10 years have elapsed since termination of sentence.
- 7. Must not be on active duty in the military (persons on terminal leave from active duty may apply)
- 8. Males, age 18 through 25, must be registered with the Selective Service if required to do so by Federal Law.
- Must be able to perform the essential functions of the position applied for, with or without reasonable accommodation
- 10. Must pass the TDCJ drug test
- All applicants, who may have contact with offenders, are ineligible for employment if they have committed any activity described in questions 9b, 9c, or 9d.

Additional Minimum Standards for Correctional Officer and other Security Applicants

- 1. Never have been convicted of a felony
- 2. Not have been convicted of a Class A misdemeanor, or the equivalent, within the last 10 years
- 3. Not have been convicted of a Class B misdemeanor, or the equivalent, within the last 3 years
- Never have been convicted of an offense that involved domestic violence
- Not have been discharged from the Armed Forces under dishonorable conditions
- Must pass the TDCJ pre-employment test and physical agility test

The Gun Control Act, 18 U.S.C. § 922(g), makes it unlawful for certain categories of persons to possess firearms or ammunition, to include a person:

- Who has been convicted in any court of a crime punishable by imprisonment for a term exceeding one year;
- Who is a fugitive from justice;
- Who is an unlawful user of or addicted to any controlled substance (as defined in 21 U.S.C. § 802);
- Who has been adjudicated as a mental defective or has been committed to a mental institution;
- 5. Who is an illegal alien;
- Who has been discharged from the Armed Forces under dishonorable conditions;
- Who has renounced his or her United States citizenship;
- Who is subject to a court order restraining the person from harassing, stalking, or threatening an intimate partner or child of the intimate partner; or
- Who has been convicted in any court of a misdemeanor crime of domestic violence.

Requirement to Report to Work in Emergency Situations

In an emergency situation that presents an immediate or potential threat to public safety as determined by a Warden or Department Head, it is mandatory that the following essential staff report to work: a) correctional officers and supervisors; b) parole officers and parole supervisory staff; and c) staff necessary to support emergency operations. Employees may be required to work overtime, have work schedules changed, have days off cancelled, and be temporarily reassigned to a different work location. If an employee is absent based on a claim of illness or injury on a day or days the employee was required to report to duty during an emergency response situation, the employee may be required to furnish a health care provider's statement within two workdays after the employee returns to work.

Mandatory evacuation orders given by local or state officials (e.g., for anticipated landfall of a hurricane) do not relieve employees from the requirement to report to work as required by their assigned daily schedule card or as directed by a supervisor in emergency situations. Failure to report to duty or remain on duty may result in disciplinary action up to and including dismissal from employment.

Important Note

For purposes of employment with the TDCJ, convictions include sentenced to confinement, paid fine, time served, placed on probation (includes deferred adjudication) and court-ordered restitution.

Additional Standards for Non-Security Applicants are stated in job posting and position descriptions. In addition, Parole Officers are required to have access to and be willing to use their own transportation for work and that they carry liability insurance. Parole Officers must not have been convicted of any offense involving domestic violence, and must not have been discharged from the Armed Forces under dishonorable conditions. Minimum standards for entry level Substance Abuse Counselor applicants will be explained by the contact person listed on the job posting.

Assignments

Initial assignment locations within the TDCJ are determined by applicant preference, consistent with the needs of the agency. The TDCJ reserves the right to reassign employees to different locations if necessary to meet its needs. Employees may submit a request for reassignment to another location in accordance with published procedures. However, there are many requests on file for certain areas and the waiting time for reassignment to these areas may be excessive.

Employee Drug and Alcohol Testing

All employees are subject to reasonable suspicion drug and alcohol testing.

Overtime

Employees who are authorized overtime and required to work overtime will be given Fair Labor Standards Act (FLSA) compensatory time. This compensatory time will be banked, used, or cashed out consistent with TDCJ policy.

Continued on next page

CONDITIONS OF EMPLOYMENT (Continued)

Falsification of Application

It is important that the employment application be filled out completely and accurately. Any determination that the application has been falsified is grounds for refusing employment or terminating employment if already employed.

Organizational Affiliations

Affiliation with organizations that threaten the safety and security of a TDCJ facility may result in disqualification or termination of employment.

Employment Rights

Employees of the TDCJ are "at will" employees. This means that employment is for no definite period and may, regardless of the date or payment of wages and salary, be terminated at any time without prior notice.

Offender Relationships

TDCJ employees are prohibited from continuing or establishing a relationship with an offender or an offender's family member if the relationship jeopardizes or has the potential to jeopardize the security of the TDCJ or compromises the effectiveness of the employee. Prohibited relationships include those involving cohabitation, sexual misconduct or actions that jeopardize or have the potential to jeopardize the security of the TDCJ. This means that employees may not have personal contact or

relationships with offenders currently incarcerated or on parole outside of their official duties if this contact or relationship would jeopardize or has the potential to jeopardize the security of the TDCJ. Prohibited contact includes living together, writing letters or notes, telephone contact, visitation, and depositing funds into an offender's trust fund. If an employee had a child together with an offender, employee contact with the offender or offender's family may be limited to that which is necessary to foster a relationship with the child. As a condition of employment with the TDCJ, employees with prohibited relationships must sever those relationships. Sever means to cease any and all cohabitation, intimate encounters, verbal or written communications, visitation, and other prohibited contact. Continuation of a prohibited relationship after employment with the TDCJ may result in dismissal from employment if a determination is made by the TDCJ that the relationship jeopardizes or has the potential to jeopardize the security of the TDCJ.

Additional Information

Information concerning any event that may affect eligibility for employment with the TDCJ that occurs after the application has been submitted, to include criminal charges, must be provided in writing immediately to the Section Director, Employment, TDCJ Human Resources Headquarters, 2 Financial Plaza, Suite #600, Huntsville, TX 77340. Failure to do so may be considered falsification of the application for employment and may result in disqualification or termination of employment.

CERTIFICATION: I certify that my answers are true, complete, and correct to the best of my knowledge and that I have not evaded or omitted any part thereof to reflect an untruth. I understand that falsification constitutes grounds for refusing or terminating employment. I have also read and understood and I agree to the Conditions of Employment and document requirements in this Supplement.

DUTY TO DISCLOSE: I hereby acknowledge that I have a duty to disclose any sexual misconduct during the term of my employment. I further acknowledge that I have a duty to disclose any misconduct on my part while working for previous employers.

Signature: 7 & Sh	Date:	04/10/2020

REQUIRED DOCUMENTS

Applications will not be processed without the required documents. Documents in the application must be photocopies and will become a permanent part of the application. DO NOT INCLUDE ORIGINALS.

- A copy of your current DRIVER'S LICENSE with a photograph and/or date of birth, sex, height, eye color and address. Receipts are not acceptable without the license with photograph. You will also need to present the original license during screening for Correctional Officer applicants or during employment in-processing for non-correctional applicants. (SEE NOTE 1 AND 2, BELOW.)
- 2. A copy of your SOCIAL SECURITY CARD. This must be a copy of the original card issued by the Social Security Office. The following are not acceptable: metal or other reproductions; altered cards; laminated cards that were not signed before lamination; laminated cards that have the statement, "This card is invalid if laminated" on the back and cards that contain the statement, "Valid for work only with DHS Authorization." You will also need to present the original card at the same time you present your driver's license.
- 3. For positions that do not require a college degree: A copy of a DIPLOMA or TRANSCRIPT that documents the highest level of education completed or a copy of a state or military-issued GED Certificate. For positions that do require a college degree: A copy of your COLLEGE DIPLOMA or TRANSCRIPT. Windham School System requires official college transcripts verifying highest degree conferred. SEE NOTE 3, BELOW.
- 4. A copy of the DD Form 214 you were issued for the final period of active duty, if you served in the U.S. military. This must be a complete Member 4 Copy or other copy, which includes the type of discharge. If you are on terminal leave from active duty, attach a letter from your commander indicating the date of discharge and type of discharge. The DD Form 214 must be submitted after the discharge date. If you no longer have your copy of your DD Form 214, you may request a copy on-line at: http://www.archives.gov/research_room/vetrecs

- 5. If you are a male, age 18 through 25, you must provide a copy of your SELECTIVE SERVICE REGISTRATION CARD or proof of exemption from Selective Service registration. If your card is not available, you may obtain proof of registration from the Internet and submit a printed copy of this proof. You may obtain proof of registration or register at the following address: http://www.sss.gov/regist.htm
- 6. A DISPOSITION for each item reported in questions 13, 14 and 15. A disposition is a statement of the charge, date, and the results of the case. If the charge was dismissed, the disposition must state the reason for dismissal. Dispositions can normally be obtained from the clerk of the court having jurisdiction over the case.

NOTES:

- Your original unexpired **Driver's License** and **Social Security** Card may be used to verify your identity and eligibility for employment in the U.S. Both will be immediately returned to you. Verification of eligibility for employment in the U.S. is required by the Immigration Reform and Control Act of 1986.
- 2. If you do not have a driver's license, any of the following documents are acceptable: unexpired State-issued ID Card; U.S. Military ID Card; School ID Card with photograph; unexpired ID Card issued by a federal, state, or local government agency; Voter Registration Card; U.S. Passport; Unexpired Foreign Passport with Employment Authorization; or, Alien Registration Card with photograph.
- Foreign/International diplomas or education credentials
 must be evaluated by a TDCJ-approved evaluation service or a
 member organization of the National Association of Credential
 Evaluation Services (NACES).

Police Standards and Training Council State of New Nampshire THIS IS TO CERTIFY THAT

Matthew T. Karol

is qualified pursuant to RSA 188-F to be a

State Probation/Parole Officer

June

Director

PSTC ID# 22958

N. OH

Certificate of Completion

Granite State Police Career Counseling, LLC

Certifies that:

Matthew Karol

Completed the Three-Day

Field Training Officer Course February 28-March 1, 2024



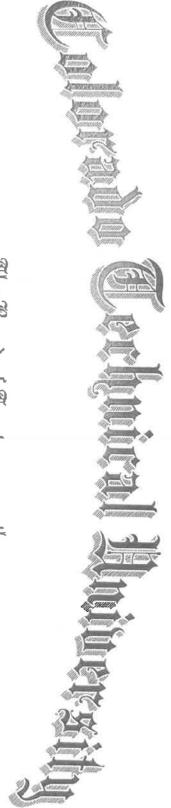
Phillip White, MS, MA, INCI
Phillip White, Instructor, COO, GSPCC

7. Janes, MBA

Timothy C. Jones, CEO, GSPCC

NEW HAMPSHIRE POLICE STANDARDS AND TRAINING COUNCIL

IADLEST National Certification Program™



The Board of Trustees upon the recommendation of the Jaculty has conferred upon

Matthew Karol

the degree of

Buchelor of Science in Criminal Justice

With all the rights, privileges and honors appertaining thereto. Granted this month of February, two thousand and fourteen.

an fance Sha 800



Hire President of Arademic Support Services

BOSTON UNIVERSITY

THE TRUSTEES UPON THE RECOMMENDATION OF THE FACULTY OF THE

METROPOLITAN COLLEGE

HEREBY CONFER UPON

Matthew Todd Karol

THE DEGREE OF

MASTER OF CRIMINAL JUSTICE

IN TESTIMONY WHEREOF THIS DIPLOMA IS CONFERRED AT BOSTON, MASSACHUSETTS, WITH ALL THE HONORS, RIGHTS, PRIVILEGES AND OBLIGATIONS THIS TWENTY-FIFTH DAY OF JANUARY, 2017 PERTAINING TO THAT DEGREE

Janya Musen



Robert A. Bun

APPLICANT EEO DATA FORM

For State Agency I	Jse Only:
Applicant Number:	

The information requested is optional and is being collected for the purpose of reporting to Federal and Equal Employment Opportunity Agencies and will not be considered as part of the application for employment. It will be separated from the application.

1. Job Posting Number	2. Last Name (Type or Print	t)	First	Middle					
032020	Karol		Matthey	w Todd					
3. Address	City	State	ZIP Code	4. Daytime Phone	5. Work Phone				
N. Control of the Con					603-528-9396				
6. Sex M-Male F- Female				Asian 🔲 I-American In	dian or Alaskan Native				
9. Veteran	10. Surviving Spouse of remarried Yes			11. Orphan of Vetera					
No Spouse of a member of the	■ No		_	■ No					
US armed forces or Texas National Guard serving on	13. Spouse and primary sou veteran who has a total disa least 70 percent or on individ	bility with a ra	ting of at	or younger	ster Youth 25 yrs of age				
active duty Yes No	☐ Yes ■ No			☐ Yes ■ No					
15. How did you first find out about this job?									
O1 - Other State Employee O2 - Job Fair O3 - Professional Publication O4 - Recruitment Poster O5 - Television O1 - Other State Employee O6 - Newspaper Name of Newspaper O7 - College/University Career Day O8 - Human Resource/Personnel Office O9 - Radio ■ 10 - Agency Web Site - Internet									
Signature – Applicant Date									
White – a person having origins	in any of the original people				Date				
Black – a person having origins i				,					
Hispanic – a person of Cuban, N race.				r other Spanish culture	or origin, regardless of				
Asian – a person having origins if for example, Cambodia, China, Ir	n any of the original people ndia, Japan, Korea, Malays	es of the Far ia, Pakistan,	East, Southe	ast Asia, or the Indian se Islands, Thailand, and	subcontinent including, d Vietnam.				
American Indian or Alaskan Na Central America), and who mainta	tive – a person having orig ains tribal affiliation or com	gins in any of munity attac	f the original p hment.	peoples of North and So	outh America (including				
Native Hawaiian or Other Pacific other Pacific Islands.	c Islander – a person havi	ing origins in	any of the or	iginal peoples of Hawa	ii, Guam, Samoa, or				
Two or More Races ~ a person v	who primarily identifies with	two or more	of the above	race/ethnicity categori	es.				
AN EQUAL OPPORTUNITY EMPLOYER									

www.linkedin.com/in/breannemaupin/

EDUCATION

Pepperdine University

Malibu, CA

MBA, Graziadio Business School, Finance Concentration: GPA 3.62 BS in Business Administration, Seaver College: GPA 3.73

April 2022 December 2020

CAREER HIGHLIGHTS

Meade Engineering, Inc. *Marketing Manager*

Austin, TX

January 2024 - Present

Led nationwide marketing efforts for design services in the data center industry, driving brand visibility and engagement.

- Lead Generation: Generated 300+ qualified leads, resulting in over \$10M+ in project wins.
- **Brand Messaging:** Collaborated with engineering teams to translate technical services into compelling messaging for proposals, print materials, digital materials, and client presentations.
- Designed and launched over 50 custom swag items and client gifts, enhancing brand recognition and client relationships.
- **Event Management:** Spearheaded \$75,000+ in-house events with C-suite executives and industry leaders. Managed a \$500,000 marketing budget, thus driving brand visibility, client engagement, and qualified leads.

Breast Pump Genie Account Manager

Los Angeles, CA

May 2023 - September 2023

Established long-standing partnerships with Obstetrics and Gynecology professionals, connecting patients to high-quality breast pumps and pregnancy garments through insurance and Medi-Cal.

- Network Development / Recruitment: Identified 200+ target partnerships across Southern California, establishing a consistent referral network through meetings, luncheons, and educational training.
- Presentations: Prepared a compelling pitch to attract and retain partners and consumers.
 Delivered strategic product presentations at trade shows and directly to healthcare professionals.
 Combined creative planning, strategy, and hospitality to maximize market success.
- **Customer Relations:** Served as a point of contact for patients and doctors, addressing their concerns and inquiries, and providing guidance and support to resolve issues and conflicts.

Beverly Hills Fertility Marketing Manager

Beverly Hills, CA

April 2022- March 2023

Marketed IVF, IUI, fertility preservation, sperm and embryo freezing, etc. to obstetrics and gynecology practices and prospective patients. Developed brand partnerships, social media content, and brand name recognition through networking, pitching, & meeting coordination.

- Marketing Initiative: Pitched to 150+ obstetrics and gynecology practices and developed inter-physician loyalty. Designed and reviewed all digital and physical marketing materials, including brochures, business cards, pamphlets, and social media content. Implemented Facebook and Google Ads, integrating SEO tools, to target specific demographics and compete with local fertility companies. Worked closely with our international marketing team to reach the target audience in Asia.
- Partnerships: Established a network of top doctors and developed inter-physician collaboration through pitching, luncheons, and beneficial partnerships resulting in 100 new referred patients and increased revenue by over \$2 million.

ADDITIONAL INFORMATION

Honors: Dean's List (2018 - 2019)

Skills: Marketing Communications, Network Development, Project Coordination, Digital Marketing, Customer Relations, Event Strategy and Management, Strategic Planning, Strategic Partnerships, Brand Management

Technical: Microsoft Suite (Excel, Word, Teams, PowerPoint, Outlook,OneNote), Salesforce, Odoo, Hubspot, Zoom, Canva, Capcut, iMovie, Final Cut Pro, Rstudio, Tableau

Work Eligibility: Eligible to work in the U.S. with no restrictions

WorkInTexas - Applicant Information

Contact Information

Applicant Name:	Breanne T. Maupin
Address:	
Primary Phone:	
Alternate Phone:	

Candidate Summary

Name and Location:	Breanne Maupin	
Occupation Experience: (Job requires 096 month(s) of experience as Chief Executives)		
Highest Level of Education: (Job requires Bachelor's Degree)	Master's Degree	
Indicators:		
Specialized Requirements:	N/A	
General Requirements:	0	70%
Job Skills Matched:		0%
Auto Rank:	0%	
Your Rating:	Not yet rated	

Candidate Location

Distance from Location/Work Site:Estimated 0 milesWilling to Travel:Not SpecifiedWilling To Relocate:Not SpecifiedWilling To Telecommute:Not Specified

Specialized Qualifications

Certificates: Not Specified

Security Clearance: Not Specified

Typing Speed: Not Specified

Language/Proficiency: Not Specified

Application Status

Application Method: Via Email on 7/4/2025 7:10:34 PM

Résumé: breannemaupin **Applicant Status:** Status unknown

Comments: None

Type of Job Desired

Desired Occupation: Marketing Managers

(Job is for Chief Executives)

Desired Salary: ANY/NEGOTIABLE

(Job listed for \$0.00 per to \$319,813.00 per)

Desired Job Locations: Not Specified

Desired Employment Type: Not Specified

(Job Type is Regular)

Full Time or Part Time: Not Specified

(Job is Full Time (30 Hours or More))

Shifts Willing to Work: Not Specified

(Not applicable to job settings)

Days Available for Work: Not Specified

Additional Information Regarding Type of Desired Job:

Not Specified

Employment History

Company Name	Location	Job Title (Occupation)	Start / End Dates	UI Claim	Action
No Employment	History				

Occupational Experience

Education History

Display Education Dates on this résumé. (Changing this setting for system templates will require a custom template. Displaying education dates could be used to determine candidate age.)

Occupational Licenses, Certificates and Training

Certificate Issuing Completion | State Country |

No Occupational License(s) - Certificates

Skills

List View: Job Skills

To sort on any column, click on a column title

Job Skills

Applicant's
Skills Match

advise other staff on speech or hearing topics analyze financial data analyze operational or management reports or records analyze organizational operating practices or procedures analyze social or economic data analyze workflow answer questions from employees or public assign work to staff or employees communicate technical information conduct legal hearings conduct or attend staff meetings confer with other departmental heads to coordinate activities consult with managerial or supervisory personnel coordinate banquets, meetings or related events coordinate social service activities with resource providers delegate appropriate administrative support activities determine regulatory limitations on project develop budgets

develop management control systems

develop or maintain budgeting databases

develop policies, procedures, methods, or standards

develop records management system

develop staff policies

dictate correspondence

direct and coordinate activities of workers or staff

direct and coordinate financial activities

direct and coordinate human resource programs

direct implementation of new procedures, policies, or programs

draft laws or legislation

establish and maintain relationships with community organizations

establish policy or laws

evaluate management programs

explain government laws or regulations

explain rules, policies or regulations

implement employee bargaining agreements

implement employee benefit plans

implement employee compensation plans

implement staff policies

interpret laws or legislation

maintain safe work environment

make presentations

make presentations on financial matters

make presentations on health or medical issues

make public presentations on law enforcement issues

manage community relations for law enforcement agency

manage contracts

manage industrial projects

monitor operational budget

negotiate business contracts

negotiate with federal and state agencies and other political organizations

oversee execution of organizational or program policies

oversee site-based school management

plan or organize work

prepare budget reports

prepare financial reports prepare periodic reports comparing budgeted costs to actual costs prepare reports for management prepare workflow chart promote objectives of institution to associations, agencies, or community groups recommend solutions of administrative problems resolve personnel problems or grievances resolve worker or management conflicts solicit support from officials or public supervise advertising or public relations staff use conflict resolution techniques use facility management techniques use interviewing procedures use intuitive judgment for engineering analyses use negotiation techniques use oral or written communication techniques use project management techniques use public speaking techniques use sales techniques verify investigative information write business correspondence write sales or informational speeches Match = 0% (0 out of 76 skills)

Typing Speed

No data available for this item.

Languages and Proficiency

Language	Proficiency	Action
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No data available for this item.

Current Technology

You do not have any saved technology

Current Tools

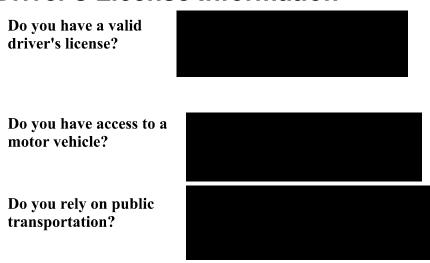
You do not have any saved tools

References

Please Contact this Individual Regarding References

This job does not have a question set associated with it.

Driver's License Information



View / Add Notes

Note Create Date

No notes have been made.

Résumé

Breanne T Maupin



KYLE V. MITCHELL

July 12, 2025

Texas Board of Criminal Justice Attention: Mr. Eric Nichols, Chair Ms. Brittni Ortega Post Office Box 13084 Austin, Texas 78711

Regarding: Executive Director

Dear Chairman Nichols and Ms. Ortega,

I am uniquely qualified to serve as the next Executive Director of the Texas Department of Criminal Justice due to the more than 20 years of leadership experience that I have across a range of government and non-profit positions: as Vice President of Adult and Veterans Policy for the Meadows Mental Health Policy Institute, as Deputy Executive Director for the Texas Veterans Commission; as a Governor's Advisor to Texas Governor Rick Perry; as Special Counsel to the Secretary of the Florida Department of Business and Professional Regulation; as a Committee Attorney and Senior Committee Attorney for the Florida House of Representatives; and as a lawyer in both private practice and the Federal government - including more than 20 years as a Judge Advocate in the U.S. Army, U.S. Army Reserve, and Texas National Guard.

- As a Governor's Advisor, I was responsible for advising Texas Governor Rick Perry and his senior staff on the creation and application of state law and policy and the development of initiatives for almost every public safety and criminal justice agency in the State of Texas as the lead advisor for the Texas Department of Criminal Justice (the Texas prison system), the Texas Department of Public Safety (which includes law enforcement, driver licensing, and public safety licensing), the Texas Military Department, and the Texas Veterans Commission. I also worked with the Texas Commission on Jail Standards as well as the licensing agencies for police officers (Texas Commission on Law Enforcement), firefighters (Texas Commission on Fire Protection), and jails (Texas Commission on Jail Standards). I focused on fiscal planning and management practices; applicable laws, rules, and regulations; and the legislative process. Of note, I reviewed and made recommendations on the performance measures and budgets for each of these agencies, which required an in-depth understanding of their operations, including their facilities and support service operations and management and fleet operations and maintenance. For example, I made policy and budget recommendations for the Texas Department of Criminal Justice, which had over \$3 billion in funding at the time, more than 39,000 full-time equivalents, seven budget goals, more than 30 budget strategies (funding lines), almost 20 performance measures, and 85 budget riders (which provide legislative direction on the funding).
- As Deputy Executive Director of a state agency, I assisted the Executive Director in leading an agency with an approximately \$26 million budget and 382 full-time employees across four statewide programs that serve Texas veterans and their families: (1) assistance with filing and appealing claims with the U.S. Department of Veterans Affairs; (2) veteran employment services; (3) veteran education services; and (4) grant funding. I led our government relations, communications, mental health, entrepreneurship, budgeting, fiscal management, procurement, contracting, and performance management efforts. I also played a key role in leading and supporting our human resources and legal functions.
- As Vice President of Adult and Veterans Policy, I led a policy team as we worked with communities across the state to improve behavioral health supports. We also worked with those communities on how to better identify and, when appropriate, divert those with mental health issues from jail and into treatment. I also led and coordinated our work in support of veterans and their families particularly in our role as Administrator

of an innovative state grant program, the Texas Veterans + Family Alliance, which the Texas Legislature created within Texas Health and Human Services Commission and which we helped to implement.

- As Special Counsel at the Florida Department of Business and Professional Regulation, which is the state agency charged with licensing and regulating businesses and professionals in the State of Florida across more than 30 current fields of industry, my primary responsibility was providing legal and operational advice to the Secretary. I also worked in conjunction with the Deputy Secretary of Business Regulation to provide legal and operational advice on the management of four divisions within the department each of which impacted local government operations: (1) the Division of Alcoholic Beverages and Tobacco, (2) the Division of Florida Land Sales, Condominiums and Mobile Homes, (3) the Division of Hotels and Restaurants, and (4) the Division of Pari-Mutuel Wagering.
- I have served as a Committee Attorney and Senior Committee Attorney for the Florida House of Representatives and an Attorney-Advisor for the U.S. Small Business Administration. I have also worked on a range of issues in private practice. I recently joined the Division of Workers' Compensation of the Texas Department of Insurance as an Administrative Law Judge.
- For more than 20 years, I have led legal teams and advised and supported commanders on a variety of legal issues with the United States Army Reserve, the Texas Army National Guard, and as the Command Legal Advisor/Command Judge Advocate for Headquarters, Train, Advise, Assist Command-South, in Kandahar, Afghanistan (a one-star command). I am currently mobilized as Chief, National Security Law, for the 9th Mission Support Command, which is responsible for all Army Reserve Soldiers in the Indo-Pacific theater and for providing support for U.S. Army Pacific, the U.S. Army, and the Joint Forces.

These experiences have given me what you are looking for in your next Executive Director:

- I not only have a bachelor's degree, but a law degree and master's degree (International Affairs). I have completed a significant amount of graduate coursework in Public Administration and Urban and Regional Planning. I am also currently pursuing a master's degree in leadership studies. I have also completed executive development and fiscal officer training through the State of Texas and have also completed law enforcement and fire administration training.
- I have more than 15 years of experience working on criminal justice issues and in agency operations, including more than 10 years of executive-level management experience. Of note, I spent over four years supporting the work of the Texas Department of Criminal Justice as a Governor's Advisor and continued to work on correctional issues as an agency Deputy Director and non-profit Vice President.

I look forward to talking with you more about my fit for this position, but please do not hesitate to contact me if you have any questions or would like additional information in the interim.

Thank you for your time and consideration.

Kyle V. Mitchell

Essential Function	Applicable Experience
Directs the management of operations and activities of the organization in accordance with state and federal laws, rules, regulations, and statutes; and reviews, evaluates, establishes, and enforces organizational goals, objectives, standards, operating policies, procedures, rules, regulations, and methods, with emphasis on continuous improvement in agency operations.	Vice President, Meadows Mental Health Policy Institute Deputy Executive Director, Texas Veterans Commission Governor's Advisor, Texas Governor Rick Perry Special Counsel, Florida Department of Business and Professional Regulation Judge Advocate, U.S. Army, U.S. Army Reserve, and Texas National Guard
Coordinates organizational operations with other state and federal agencies and private entities and organizations; and represents the organization at meetings, legislative and State leadership meetings, legislative hearings, and public appearances.	 Vice President, Meadows Mental Health Policy Institute Deputy Executive Director, Texas Veterans Commission Governor's Advisor, Texas Governor Rick Perry Special Counsel, Florida Department of Business and Professional Regulation Judge Advocate, U.S. Army, U.S. Army Reserve, and Texas National Guard
Adapts existing organizational methods and procedures to meet legislative changes and changes in operating needs; oversees the development of the legislative appropriations request and the annual operating budget; and directs the management and execution of the annual operating budget.	Deputy Executive Director, Texas Veterans Commission Governor's Advisor, Texas Governor Rick Perry Special Counsel, Florida Department of Business and Professional Regulation
Directs, reviews, and evaluates compliance and inspections; and directs the management of legal and public affairs of the organization.	 Vice President, Meadows Mental Health Policy Institute Deputy Executive Director, Texas Veterans Commission Governor's Advisor, Texas Governor Rick Perry Special Counsel, Florida Department of Business and Professional Regulation Judge Advocate, U.S. Army, U.S. Army Reserve, and Texas National Guard
Directs the management of organizational emergency planning and operations.	 Vice President, Meadows Mental Health Policy Institute Deputy Executive Director, Texas Veterans Commission Governor's Advisor, Texas Governor Rick Perry Special Counsel, Florida Department of Business and Professional Regulation Judge Advocate, U.S. Army, U.S. Army Reserve, and Texas National Guard
Reviews, evaluates, and approves operational and fiscal reports, evaluations, and analyses.	Vice President, Meadows Mental Health Policy Institute Deputy Executive Director, Texas Veterans Commission Governor's Advisor, Texas Governor Rick Perry Special Counsel, Florida Department of Business and Professional Regulation Committee Attorney and Senior Committee Attorney, Florida House of Representatives Judge Advocate, U.S. Army, U.S. Army Reserve, and Texas National Guard

KYLE V. MITCHELL

EDUCATION:

The University of Texas at El Paso – El Paso, Texas

Master of Arts in Leadership Studies

Anticipated December 2025

Florida State University – Tallahassee, Florida

- Juris Doctor
- Master of Arts in International Affairs
- Significant graduate coursework at in Public Administration (Master's and Doctoral level) and Urban and Regional Planning (Master's)

Eckerd College - St. Petersburg, Florida

Bachelor of Science with Honors

Austin Community College – Austin/Cedar Park, Texas

Law Enforcement, Fire Administration, and Real Estate courses and training

EXPERIENCE PERFORMING DUTIES SIMILAR TO THOSE OF EXECUTIVE DIRECTOR

Meadows Mental Health Policy Institute

Austin and Dallas, Texas

Senior Fellow for Veteran and Family Policy Vice President of Adult and Veterans Policy Senior Director of Veteran and Military Policy Director of Veteran and Military Policy Senior Consultant – Veterans March 2021 to July 2021 August 2019 to February 2021 November 2016 to July 2019 December 2015 to October 2016 July 2015 to November 2015

- The Meadows Mental Health Policy Institute provides independent, non-partisan, data-driven, and trusted policy and program guidance to create equitable systemic changes so all Texans can obtain effective, efficient behavioral health care when and where they need it.
- Serving as Senior Fellow for Veteran and Family Policy, I had primary responsibility for leading, developing, and
 implementing our strategic policy and initiatives to improve mental health services for veterans and their families.
- Previously served as Vice President of Adult and Veteran Policy and was responsible for leading all policy implementation work with adults, veterans and their families, first responders, and those involved in the criminal justice system. Supported behavioral health community needs assessments across Texas, including El Paso, Fannin and Grayson Counties, and Nueces County. Supported our work on multi-disciplinary response teams for mental health calls for service in law enforcement and with the Caruth Police Institute, including serving a term on its Executive Advisory Board.
- Throughout time with the Meadows Institute, responsible for developing and implementing our legislative agenda related to the mental health needs of Texas veterans and their families. Worked closely with members of the Texas Legislature and their staffs on these issues and routinely testified before legislative committees.
- Previously led and coordinated our work in support of veterans and their families particularly in our role as Administrator of an innovative state grant program, the Texas Veterans + Family Alliance, which the Texas Legislature created within Texas Health and Human Services Commission in 2015, to support community mental health programs providing services and treatment to veterans and their families. Led the team that provided assistance, support, and advice to the Health and Human Services Commission on all aspects of the Texas Veterans

+ Family Alliance including support with the development of the request for proposals, scoring of the proposals, administration of the grant program, and evaluation of the grant program. Worked with communities and funders to help secure local, private, and in-kind funds to match the \$20 million appropriated by the Legislature.

Texas Veterans Commission

Austin, Texas
Deputy Executive Director

December 2010 to June 2015

- Served as the deputy chief executive officer of the Texas Veterans Commission, an agency with an approximately \$26 million budget and 382 full-time employees while there.
- Led and managed agency operations in conjunction with the Executive Director, including the four statewide programs that serve Texas veterans and their families: (1) assistance with filing claims with the U.S. Department of Veterans Affairs; (2) veteran employment services; (3) veteran education services; and (4) grant funding.
- Played a primary role in bringing veterans mental health to be part of the Texas Veterans Commission, including support for the Military Veteran Peer Network as well as faith-based and justice-involved veteran efforts.
- Championed the pilot and legislative creation of the Veteran Entrepreneur Program.
- Led and managed the government relations efforts of the Texas Veterans Commission, including the development of key relationships with state leaders, the Texas Legislature, other state agencies, and federal agencies.
- Advised the Executive Director on strategic interaction with these and other stakeholders, as well as on any issues
 or concerns.
- Led and managed the communications and outreach efforts of the Texas Veterans Commission.
- Assisted in providing strategic direction, which included establishing and executing major goals, providing
 oversight of strategy formulation, long-range planning and the implementation of operational strategies.
- Assisted in the leadership and direction of agency fiscal operations, including developing and monitoring the agency budget and preparation of the legislative appropriation request.
- Assisted in the leadership and direction of agency administrative functions, including human resource management and information technology resources.
- Coordinated internal auditing for the agency, including audit responses and process improvements to mitigate issues and risks identified in audits.
- Collaborated with the General Counsel and legal staff on agency legal issues, actions, and rule development, including negotiated rulemaking. Worked closely with our General Counsel in advising our Executive Director, agency staff, and our commission on compliance with state procurement laws, state ethics laws, the Texas Open Meetings Act, the Texas Public Information Act, state employment laws, and other state laws applicable to agency operations. Assisted with our coordination with the Office of the Attorney General and any engagement of outside counsel.
- Worked closely with our Executive Director and General Counsel in advising our five-member commission.

Office of Governor Rick Perry

Austin, Texas Governor's Advisor

August 2006 to November 2010

Served as an advisor to Texas Governor Rick Perry on military, veterans, and criminal justice issues. Worked closely with the Governor, senior staff, other advisors, and division leadership on these issues.

- Acted as liaison and policy/legal/budget analyst between the Office of the Governor and the Adjutant General's Department (now the Texas Military Department), the Texas Veterans Commission, the Texas Department of Criminal Justice, and the Texas Department of Public Safety on policy and budget matters.
- Worked with agency leadership, external interest groups, legislative offices, and other appropriate individuals to implement the Governor's policy and budget priorities, including attendance at hundreds of meetings of state commissions.
- Researched and developed policy and budget proposals. Made revenue recommendations on specific agency assignments for the executive budget.
- Monitored, analyzed, and helped shape specific legislation during legislative sessions. Provided veto recommendations to the Governor and senior staff.
- Provided fiscal policy analysis in support of the Governor's financial and management leadership responsibilities for state government.
- Coordinated with the General Counsel's Office and worked closely with other departments to achieve the Governor's goals.
- Met with constituents and external interest groups, responded to concerns, and communicated appropriate feedback to senior staff and other divisions.

Florida Department of Business and Professional Regulation

Tallahassee, Florida Special Counsel

October 2004 to December 2005

- Primary responsibility was providing legal and operational advice to the Secretary.
- Responsible for the legal operations of four divisions within the department with special responsibility for important or sensitive litigation, negotiations, and issues in these areas:
 - (1) The Division of Alcoholic Beverages and Tobacco, which licenses the alcoholic beverage and tobacco industries, collects and audits taxes and fees paid by the licensees, and enforces the laws and regulation of the alcoholic beverage and tobacco industries;
 - (2) The Division of Florida Land Sales, Condominiums and Mobile Homes, which has the power and duty to enforce and ensure compliance with the provisions of the Condominium Act, the Cooperative Act, the Florida Mobile Home Act, the Florida Vacation Plan and Timesharing Act, the Yacht and Ship Brokers Act, the Florida Uniform Land Sales Practices Law, as well as a mediation and arbitration program for homeowners' associations:
 - (3) The Division of Hotels and Restaurants, which licenses, inspects, and regulates public lodging and food service establishments in Florida, and also licenses and regulates elevators, escalators, and other vertical conveyance devices; and
 - (4) The Division of Pari-Mutuel Wagering, which regulates thoroughbred racing, harness racing, greyhound racing, jai alai, and cardrooms located at pari-mutuel facilities and was also the statutorily designated State Compliance Agency for the Compact between the State of Florida and the Seminole Tribe of Florida.
- Worked in conjunction with the Deputy Secretary for Professional Regulation in managing and providing legal support for the Division of Professional Regulation, which was responsible for the licensing of over 376,000 professionals and the administration of 15 professional boards, three department-regulated professions and one council.

• Responsible for working closely with the Office of Legislative Affairs to coordinate the department's legislative efforts and to prepare and review legislative proposals.

OTHER RELEVANT PROFESSIONAL EXPERIENCE

Texas Department of Insurance/Division of Workers' Compensation

Dallas, Texas

Administrative Law Judge

March 2025 to present

- Preside over hearings under the Texas Labor Code and rules of the Division of Workers' Compensation.
- Conduct hearings involving benefit and medical necessity disputes, including ruling on prehearing matters and motions, swearing in witnesses, receiving testimony, allowing examination and cross-examination of witnesses, accepting documentary evidence, allowing the presentation of evidence by summary measures, ensuring the rights of the parties are preserved, and fully developing the facts required to make the factual determinations necessary to resolve the legal issues in dispute.
- Judge the relevance and materiality of the evidence offered and the weight and credibility to be given to the evidence and resolves all disputed issues based on current legal precedent.
- Write legally, factually, and grammatically correct decisions that resolve all disputed issues.

Kyle V. Mitchell

Licensed Attorney in Private Practice (Florida and Texas)

July 2021 to present

- Provide contracted legal services to clients of Wolfe, Tidwell, & McCoy and two of their partners who serve as the city attorney for multiple Texas municipalities with a focus on special projects and the Texas Public Information Act. Reviewed and drafted hundreds of responses to requestors and requests to the Office of the Attorney General.
- Provide legal services to the Grayson County District Attorney's Office. Provide legal counsel to the District Attorney and Commissioners Court. Render oral and written legal opinions to the County Judge, Commissioners, and District Attorney on matters relating to the operation of county government. Attend regular and special meetings of the Commissioners Court to provide legal advice and clarify county policy. Manage, draft, review, and negotiate county contracts and business negotiations; ensure all county contracts comply with applicable laws to minimize risks and maximize county's legal rights. Draft or review deeds, easements, rights-of-way, releases, and other legal instruments that involve the county. Provide proactive advice in connection with areas such as purchasing, finance, contracts, real estate, labor and employment issues, litigation, government regulations, and technology and licensing agreements; anticipates issues and estimates risks strategically. Support county obligations regarding the Texas Public Information Act, requests for Attorney General Opinions, and training for county personnel. Represent or assist in the representation of the county in civil legal matters.
- Provided contracted legal services to clients of O'Connell & Associates, PLLC, on issues related to military service and veteran benefits.
- Provided contracted legal support to Thomas J. Henry, PLLC on the development of assigned matters, analysis of legal issues individual to each case, demand review, negotiations on behalf of clients, initial litigation, resolution of matters, and disbursement of client funds.

U.S. Small Business Administration

Office of Disaster Assistance, Processing and Disbursement Center Fort Worth, Texas Attorney-Advisor Attorney-Advisor

October 2022 to August 2023 October 2021 to May 2022

Assisted in the economic recovery of our country in the wake of the Coronavirus 2019 (COVID-19) pandemic by accepting a temporary appointment to serve on the Advances Triage Team of the Small Business Administration.

- Investigated loan applications to assess whether required information and documentation has been provided to support a disbursement of advance funds or whether there are reasons to pause or stop disbursement.
- Handled a large volume of reviews of complex actions in a timely manner, while maintaining good working relationships with borrowers, team leads, and supervising attorneys.
- As required, conducted reviews of notes, guaranties, mortgages, tax forms, affidavits regarding property, deeds of trust, attorney opinions, title reports, title commitments, and title policies to determine compliance with the loan authorization. Provided opinion for file regarding these reviews when necessary.
- Provided legal guidance and advice on issues related to agency laws, regulations, and procedures.

Florida House of Representatives

Tallahassee, Florida

Senior Committee Attorney – Governmental Operations Committee Committee Attorney – Committee on Local Government and Veteran's Affairs Legislative Intern – Committee on Community Affairs January 2006 to July 2006 December 2003 to October 2004 September 1999 to May 2000

- As an attorney for the Committee on Local Government and Veteran's Affairs, worked on legislation related to special districts and other state laws applicable to municipalities and political subdivisions.
- As a Senior Attorney for the Governmental Operations Committee, worked on legislation across the committee's broad jurisdiction including issues such as Florida's Open Records and Sunshine Laws (their version of the Texas Public Information Act and Texas Open Meetings Act) and the state retirement system.
- Provided legal analysis for proposed legislation to determine its effectiveness and the impact of its passage on the state and other entities and individuals.
- Monitored and coordinated the progress of committee legislation through committees of reference and on the House floor.
- Researched and drafted legislation and amendments to legislation.
- Briefed legislators on issues to be discussed in committee, on the floor, or with constituents.
- Conceived, planned, and conducted research projects and performed legislatively mandated studies.
- Prepared reports on research and committee work, such as end of session committee reports, interim projects, and oversight reports, which included recommendations for legislative action.
- Provided information and problem-solving assistance to legislators, their constituents, and the public.
- Prepared letters, summaries, speeches, reports, and informational memoranda on committee issues at the request of the committee chair, other legislators, or the staff director.

Hopping, Green & Sams, P.A.

Tallahassee, Florida

Associate Attorney Law Clerk May 2001 to September 2002 September 2000 to May 2001

As part of firm's strong focus on environmental law, land use, and special districts, assisted clients in navigating the complexities of, and in advocating legislative and regulatory changes to, Florida's strong comprehensive planning statute, which has intensive state and local requirements.

- Represented clients before the Florida Legislature: researched issues; drafted bills and amendments; negotiated with state representatives, state senators and their staffs; negotiated with legislative committee staff; attended, monitored, and testified at committee hearings; and worked with the Executive Office of the Governor.
- Served as a registered lobbyist for Acros LLC, the National Association of Settlement Purchasers, and the Non-Bank Funds Transmitter Group. Assisted legislative attorneys in their representation of clients, including the Alliance of Automobile Manufacturers, the American Wood Preservers Institute, the Association of Florida Community Developers, the Exxon Mobil Corporation, the Florida Chamber of Commerce, the National Association of Credit Management Improved Construction Practices Committee, and the National Marine Manufacturers Association.
- Provided legal representation for these and other clients: researched issues; drafted memoranda and pleadings; and appeared before boards, commissions, councils, and courts.

MILITARY EXPERIENCE:

United States Army Reserve/Texas Army National Guard

Honolulu, Hawaii; Tustin, California; Omaha, Nebraska; Austin and San Antonio, Texas; and Tallahassee, Florida Judge Advocate March 2003 to present

- Currently serving as the Chief, National Security Law, for the 9th Mission Support Command, which is
 responsible for all Army Reserve Soldiers in the Indo-Pacific theater and for providing support for U.S. Army
 Pacific, the U.S. Army, and the Joint Forces.
- Previous assignments include:
 - O Unit (Brigade) Judge Advocate for the 311th Signal Command (Theater) Support Unit Pacific, which supports the 311th Signal Command (Theater) in its mission to provide strategic and tactical network access to the Army's portion of the Global Information Grid and functions as a Command, Control, Communications, Computers, and Information operational headquarters; led a team of three (3) officers.
 - O National Security Law Attorney with Office of the Staff Judge Advocate for United States Strategic Command providing legal support and assistance on a wide range of legal disciplines with an emphasis on national security law and the law of armed conflict as part of a joint force environment in support of its missions for Strategic Deterrence; Nuclear Operations; Nuclear Command, Control, and Communications Enterprise Operations; Joint Electromagnetic Spectrum Operations; Global Strike; Missile Defense, Analysis and Targeting; and Missile Threat Assessment.
- Served in the Texas Army National Guard from March 2013 to January 2018 with assignments including Team Chief Operational Law, 36th Infantry Division, Austin, Texas; and Command Judge Advocate for the 71st Expeditionary Military Intelligence Brigade, San Antonio, Texas, where I lead the legal team of two (2) officers and a paralegal.
- From March 2003 to March 2013, served in the United States Army Reserve. Notable assignments include:
 - Service in support of United States Army North as a Domestic Operations Law Officer responsible for providing legal support on homeland defense and homeland security issues to include defense support for civil authorities and the Posse Comitatus Act;
 - o As an acting Team Leader for a team of lawyers and paralegals.
 - O As a Legal Assistance Officer responsible for providing briefings, counseling, and legal assistance to Soldiers and their families and ensuring mobilization readiness by supporting Soldier Readiness Processing through the preparation of wills, living wills, powers of attorney, medical directives, and other legal documents; and

o As a Claims Judge Advocate with the responsibility to investigate, adjudicate, and settle claims filed both on behalf of the United States Army and against the United States for matters related to the United States Army, including personnel claims, tort claims, affirmative claims, and Article 139 claims.

OTHER EXPERIENCE:

George W. Bush Institute, Stand-To Veterans Leadership Program
 2019 Class

Caruth Police Institute, Executive Advisory Board December 2019 to December 2020

State of Texas

- Governor's Executive Development Program
- Texas Fiscal Officers' Academy
2009
2012

KYLE V. MITCHELL

Work-Related References

Brigadier General Ronald Sullivan General Officer Support, Office of the Chief of Army Reserve

Jeff Williford

Assistant Vice Chancellor for Government Relations, Texas A&M University System

Doug O'Connell Partner, O'Connell West, PLLC

Bennett Miller Associate General Counsel, New College of Florida



THE STATE OF TEXAS APPLICATION FOR EMPLOYMENT

Date Received	
Time Received	
Received By	

PRINT IN BLACK INK OR TYPE. These instructions must be followed exactly. Fill out application form completely. If questions are not applicable, enter "NA." Do not leave questions blank. Be sure to sign when completed. The State of Texas is an Equal Opportunity Employer and does not discriminate on the basis of race, color, national origin, sex, religion, age or disability in employment or the provision of services. You may make copies of this application and enter different position titles, but each copy must be signed. Resumes will not be accepted in lieu of applications, unless specifically stated in the job vacancy notice. This application becomes public record and is subject to disclosure.

With few exceptions, you have the right to request and be informed about information that the State of Texas collects about you. You are entitled to receive and review the information upon request. You also have the right to ask the state agency to correct any information that is determined to be incorrect. (Reference: Government Code, Sections 552.021, 552.023 and 559.004.)

NAME	Mitchell		Kyle	V		
	(Last)		(First)	(Middle)		(Daytime Phone)
MAILING ADD	RESS					
	(Street)		(City)	(State) (Zip)	(Country)	Work Phone, Optional)
E-MAIL ADDRI	ESS ESS					
List any other	names used if diffe	rent from nam	e on this application.			
	e of position or type of Director VI (Deputy Dire		cation for which you wish to ans Homes)	Job Posting Number 15535885	External Job # 00026210	Closing Date 09/14/2022
	agency with which y RAL LAND OFFICE	ou wish to	Do you have any relativ	res working for this agend	y? If so, list name	es and
Are you at leas	art-Time Summer t 17 years of age? to work hours other that to travel? Yes	Yes	☑ No □	u unable to work? None		
Current Driver's	s License # (if required	for position)		Commercia	al Driver's License	Yes □ No ☑
Geographic pre	eference. (Be specific to	o city/area. If no	preference, write "statewide.") A	Austin, Texas		
If your answer disposition of the	is "Yes," explain in con	cise detail on a n may not disqu	ected to deferred adjudication of separate page, giving dates and n alify you, but a false statement wil	nature of the offense, name a	and location of the	
EDUCATION (NOTE: Applicants may	be required to	provide proof of diploma, degree,	transcripts, licenses, certifica	ations, and registrat	tions.)
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Type of School	Name and Location of School	Dates Attended				Date Graduated	Expected Graduation Date	Sem/Clock Hours Completed	Type of Diploma or Degree	Major/Minor Fields of Study
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		Mo.	Yr.	Mo.	Yr.	1				
Graduate School	Florida State University /Tallahassee FL	8	1996			12/2000			Doctorate Degree	Juris Doctor
Graduate School	Florida State University /Tallahassee FL	8	1996			12/2000			Master's Degree	International Affairs
Undergraduate College or University	Eckerd College /St. Petersburg FL	8	1991			05/1995			Bachelor's Degree	Psychology

AN EQUAL OPPORTUNITY EMPLOYER

If a license, certificate, or other authorization is required or related to the position for which you are applying, complete the following:

LICENSE/CERTIFICATION (P.E., R.N., Attorney, C.P.A., etc.)	Date Issued	Date Expires	Issued by/Location of issuing authority (State or other authority) (City & State)	License No.
Admission	08/2021		Choctaw Nation of Oklahoma Bar Association (OK)	
Diversity, Equity and Inclusion in the Workplace Certificate	05/2021		University of South Florida (FL)	
License (Law)	11/2013		State Bar of Texas (TX)	24088073
Certificate	05/2012		Texas Fiscal Officers' Academy (TX)	
Certificate	11/2009		Governor's Executive Development Program (TX)	
Member	04/2001		The Florida Bar (FL)	0484318

Special Training/Skills/Qualifications: List all job related training or skills you possess and machines or office equipment you can use, such as calculators, printing or graphics equipment, computer equipment, types of software and hardware. (Attach additional page, if necessary.)

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Are yo	u a cert	ified i	nterpreter?	Yes		No	\square
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PLEASE READ THE FOLLOWING STATEMENTS CAREFULLY AND INDICATE YOUR UNDERSTANDING AND ACCEPTANCE BY SIGNING IN THE SPACE PROVIDED

- I certify that all the information provided by me in connection with my application, whether on this document or not, is true and complete, and I understand that any misstatement, falsification, or omission of information may be grounds for refusal to hire or, if hired, termination.
- 2. I understand that as a condition of employment, I will be required to provide legal proof of authorization to work in the U.S.
- 3. I understand the State of Texas requires all males who are 18 through 25 and required to register with the Selective Service, to present either proof of registration or exemption from registration upon hire.
- 4. I understand that some state agencies will check with the Texas Department of Public Safety, the Federal Bureau of Investigation or other organizations, for any criminal history in accordance with applicable statutes.
- 5. I authorize any of the persons or organizations referenced in this application to give you any and all information concerning my previous employment, education, or any other information they might have, personal or otherwise, with regard to any of the subjects covered by this application, and I release all such parties from all liability from any damages which may result from furnishing such information to you.

THIS APPLICATION MUST BE SIGNED

SIGN HERE: X

X Juy

July 12, 2025

Date

EMPLOYMENT HISTORY

This information will be the official record of your employment history and must accurately reflect all significant duties performed. Summaries of experience should clearly describe your qualifications.

- 1. <u>Include ALL employment. Begin with your current or last position and work back to your first.</u> Employment history should include **each position** held, even those with the same employer.
- 2. EMPLOYER ADDRESSES MUST BE COMPLETE MAILING ADDRESSES, INCLUDING ZIP CODE.
- 3. Answer all questions and completely summarize your experience including technical and managerial responsibilities and any special training, skills and qualifications for each position you have held.

If you need additional space to adequately describe your employment history, you may use this employment history sheet or attach a typed employment history providing the same information in the same format as this application form.

Nam	e Mi	itchell				Kyle		V		
	(L	ast)				(First)		(Middle)		
Position	n Title:	Attorne	ey-Advisor	(Tempo	rary Appointment)			Immediate Supervisor Name:	Full-Time	✓
Employer: U.S. Small Business Administration				Matthew Koos	Part-Time					
Mailing Address:					Title:	Summer				
City & State/ZIP: Fort Worth, TX 76155							Temp/Project	\checkmark		
Employer Telephone No.:						_		Supervisor's Telephone No.:		
Sta	erting Da	ate	Leaving	Date	Current/	Technical	$ \mathbf{V} $		Give average # of hours worked per	
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10	03	2021	05 27	2022		Supervisory/Managerial	V	15		
up to witho progr and c day-to activi client volun Provi	Served a temporary appointment to assist in the economic recovery of our country in the wake of the Coronavirus 2019 (COVID-19) pandemic, I led a team on the Advances Triage Team – a team of attorneys and paralegals supporting applicants for the COVID-19 Economic Injury Disaster Loan, which provide up to \$15,000 in funding per applicant from the Small Business Administration that does not need to be repaid; these "advances" are similar to a grant, but without the typical requirements that come with a U.S. government grant. Served on a special project team that helps our leadership address critical program issues and needs. Previously led a team of 15-18 attorneys and paralegals to investigate loan applications to assess whether required information and documentation has been provided to support a disbursement of advance funds or whether there are reasons to pause or stop disbursement. Directed day-to-day operations of team. Ensured effective team operations and monitored employee performance. Assigned, directed, and coordinated team activities so that timeframes and deliverables are met. Developed and maintained open and proactive channels of communication internally and with clients, which impacted team activities. Implemented strategies and actions to achieve the objectives set forth by agency leadership. Handled a large volume of complex actions in a timely manner, while maintaining good working relationships with borrowers, other team leaders, and supervising attorneys. Provided legal guidance and advice on issues related to agency laws, regulations, and procedures.									
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Position	n Title:	Attorne						Immediate Supervisor Name:	Full-Time	
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Mailin	g Addre	ess:						Title:	Summer	
City &	State/Z	IP: She	rman, TX 7	5090					Temp/Project	
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Sta	erting Da	ate	Leaving	Date	Current/	Technical	\checkmark		Give average # of hours worked per	
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Representation Repres	esent a ledge of , on is: ers who opment oyment & public Inforr	and advort state sues re o servent, econt/perso lic improntion	rise clients (Florida a elated to me as city at comic deve nnel, ordin	s on an and Texa illitary s torneys elopmer nance p districts	array of matters befo as) and federal law a ervice and veteran b for multiple Texas n nt, open meetings/pu reparation, easemen	ore various agencies, adi and regulatory regimes. I benefits. Provide contract nunicipalities and advise ablic information, purchas at acquisitions, ethics, wa	ministed lead to both sing/ster/ster/ster/ster/ster/ster/ster/ster	n the performance of this job: strative bodies, tribunals, and legislative bodies de contracted legal services to clients of O'Co egal services to clients of Wolfe, Tidwell, & Monale et and appointed officials on every aspecton tracting, planning & zoning, eminent doma sewer/road issues, municipal court prosecution ssues. Primary focus has been on special professional professiona	onnell & Associates, Coy and two of the ect of governance: li in, public n, code enforcemen	ir and t,
Position	on Title:	Comm	and Legal A	Advisor/	Command Judge Adv	rocate		Immediate Supervisor Name:	Full-Time	<u> </u>

Mailing Address:								Title:	Summer	
City & Sta	ite/ZIP: Ka	ndaha	r, AA 0	9320					Temp/Project	
Employer	Telephone	No.:						Supervisor's Telephone No.:		
Startin	g Date	Le	aving [Date	Current/	Technical	V		Give average # of hours worked per	
Mo Da	ay Yr	Мо	Day	Yr	Final Salary	Non-Managerial		If supervisory, number of employees you supervised: week if part-time:0.00		
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Served a February staff sect administration	as the Co / 2017 to tion leade rative and o the Sta (from Ro	mman Octobership d civil ff Jude mania	d Lega or 201 on coal law, coage Adv a) and	al Advi 17, in s mplex ontract vocate regula	isor/Command Judge support of Operation I issues involving all the and fiscal law, claim for the 205th Corps of	Advocate for Headquan FREEDOM'S SENTINEL The core legal disciplines of The core legal assistance. The Afghan National Ai	ters . A of th Sup	n the performance of this job: , Train, Advise, Assist Command-South, Kandadvised the Commander, the Deputy Command e U.S. Army: military justice, international and oported the Train, Advise, and Assist mission b from July to September 2017, which included a Afghan National Army for engagements and su	ler, Chief of Staff, an operational law, by serving as the work with coalition	
Position T	itle: Senio	r Fello	w, Vic	e Presi	dent, Senior Director			Immediate Supervisor Name:	Full-Time	V
Employer:	: Meadow	s Ment	al Hea	lth Poli	cy Institute			Sean Hanna	Part-Time	
Mailing Ad	ddress:							Title:	Summer	
City & Sta	ite/ZIP: Da	llas, T	X 7520	4					Temp/Project	
Employer	Telephone	No.:						Supervisor's Telephone No.:		
Startin	g Date	Le	aving [Date	Current/	Technical			Give average # of hours worked per week if part-time:0.00	
Mo Da	ay Yr	Мо	Day	Yr	Final Salary	Non-Managerial		If supervisory, number of employees you supervised:		
07 0	1 2015	07	15	2021		Supervisory/Managerial	$ \sqrt{} $	15		
systemic and Fam services I previou their fam across T mental h Through needs of before le of an inn Commiss provided support v program. each bie	c changes nily Policy for vetera essly serve tilles, first exas, inc ealth call out my tir Texas ve egislative ovative s sion in 20 I assistan with the de nound my for and award embers.	s so all , I hac ans ar d as \ I hac ans ar a lad as \ I hac ans ar a	I Texad primare the first primare the last primare the la	ns can ary res r famili resider , and t so, Fa in law Meado their fa I pre- rogram ort con and are of the nunities rogram 6 millio	obtain effective, efficiency ponsibility for leading les. Int of Adult and Vetera hose involved in the connin and Grayson Correnforcement and with the conference with the conference of the Texas Veterans munity mental health dvice to the Health ar request for proposals and funders to help n. Since the program	cient behavioral health candidate in Policy and was responsible for developing sely with members of the inated our work in suppose. Family Alliance, which a programs providing serind Human Services Comes, scoring of the proposal secure local, private, and was established, the Health developing in the programs of the proposal secure local, private, and was established, the Health developing in the proposal secure local, private, and was established, the Health developing in the proposal secure local, private, and was established, the Health developing in the proposal secure local, private, and the proposal secure local private, and the proposal secure local private, and the proposal secure local private privat	nen nsibl have nsibl have nty. Text ort of vice mis d in ealth	a-driven, and trusted policy and program guida when and where they need it. Serving as Seniting our strategic policy and initiatives to improve e for leading all policy implementation work with versupported behavioral health community need I also supported our work on multi-disciplinary, including serving a term on its Executive Advolutional transport of veterans and their staffs on these issues of exercises and their families — particularly in our exast Legislature created within Texas Health and treatment to veterans and their families. Sion on all aspects of the Texas Veterans + Familian and their staffs on many control of the grant program, and evaluation of the grant program, and evaluation of the services Commission has implemental and private funds, to support 74 projects and	or Fellow for Veteral ve mental health when the adults, veterans a set as assessments by response teams for isory Board. The mental health is and routinely testifier role as Administration and Human Service I led the team that amily Alliance includitation of the grant ted by the Legislatur mented five grant	and or ied itor ices ing
Position T	•	-						Immediate Supervisor Name:	Full-Time	$ \overline{\checkmark} $
Employer:	: Texas Ve	terans	Comr	nissior	nn			Thomas Palladino	Part-Time	
Mailing Ad	ddress:							Title:	Summer	
'	ite/ZIP: Au	-	X 7871	11					Temp/Project	
Employer Startin	Telephone g Date		aving [Date	Current/	Technical		Supervisor's Telephone No.:	Give average # of hours worked per week if part-time:0.00	ļ
	ay Yr	Мо	Day	Yr	Final Salary	Non-Managerial		If supervisory, number of employees you supervised:		
12 0		06	01	2015	opiol training at 1995	Supervisory/Managerial	<u> </u>	15	1	
Served a employe veterans	as the der es. Led a and thei	outy cl and m r famil	nief ex anage ies: (1	ecutived ager	e officer of the Texas ncy operations in con stance with filing and	Veterans Commission, a junction with the Executivappealing claims with the	an a ve E e U.	n the performance of this job: gency with an approximately \$26 million budge Director, including the four statewide programs S. Department of Veterans Affairs; (2) veteran ng veterans mental health to be part of the Tex	that serve Texas employment service	es;

- August Green

Page 5 of 9

including the development of key relationships with state leaders, the Texas Legislature, other state agencies, and federal agencies. Advised the Executive Director on strategic interaction with these and other stakeholders, as well as on any issues or concerns. Led and managed the communications and outreach efforts of the Texas Veterans Commission. Assisted in providing strategic direction, which included establishing and executing major goals, providing oversight of strategy formulation, long-range planning and the implementation of operational strategies. Assisted in the leadership and direction of agency fiscal operations, including developing and monitoring the agency budget and preparation of the legislative appropriation request. Assisted in the leadership and direction of agency administrative functions, including human resource management and information technology resources. Coordinated internal auditing for the agency, including audit responses and process improvements to mitigate issues and risks identified in audits. Collaborated with the General Counsel and legal staff on agency legal issues, actions, and rule development, including negotiated rulemaking. Specific reason for leaving: Position Title: Governor's Advisor Immediate Supervisor Name: Full-Time $\overline{\mathbf{V}}$ Employer: Office of Governor Rick Perry Michael Morrissey Part-Time Mailing Address: Title: Summer City & State/ZIP: Austin, TX 78711 Temp/Project Employer Telephone No.: Supervisor's Telephone No.: Starting Date Leaving Date Current/ echnical $\overline{\mathbf{Q}}$ Give average # of hours worked per week if part-time:0.00 Мо Day Мо Day Yr Final Salary Non-Managerial If supervisory, number of employees you 08 01 2006 11 30 2010 Supervisory/Managerial Summary of experience including special training/skills/qualifications you have used in the performance of this job: Served as an advisor to Texas Governor Rick Perry on military, veterans, and criminal justice issues. Worked closely with the Governor, senior staff, other advisors, and division leadership on these issues. Acted as liaison between the Office of the Governor and the Adjutant General's Department, the Texas Veterans Commission, the Texas Department of Criminal Justice, and the Texas Department of Public Safety on policy and budget matters. Worked with agency leadership, external interest groups, legislative offices, and other appropriate individuals to implement the Governor's policy and budget priorities. Researched and developed policy and budget proposals. Monitored, analyzed, and helped shape specific legislation during legislative sessions. Provided veto recommendations to the Governor and senior staff. Provided fiscal policy analysis in support of the Governor's financial and management leadership responsibilities for state government. Made revenue recommendations on specific agency assignments for the executive budget. Met with constituents and external interest groups, responded to concerns, and communicated appropriate feedback to senior staff and other divisions. Specific reason for leaving: Position Title: Senior Committee Attorney Immediate Supervisor Name: Full-Time \checkmark Employer: Florida House of Representatives Heather Williamson Part-Time Mailing Address: Title: Summer City & State/ZIP: Tallahassee, FL 32399 Temp/Project Employer Telephone No.: Supervisor's Telephone No.: Starting Date Leaving Date Current/ **Fechnical** $\overline{\mathbf{A}}$ Give average # of hours worked per week if part-time:0.00 Мо Day Мо Day Yr Final Salary Non-Managerial If supervisory, number of employees you Supervisory/Managerial 01 31 2006 01 2006 07 Summary of experience including special training/skills/qualifications you have used in the performance of this job: As the Senior Committee Attorney for the Governmental Operations Committee, I provided legal analysis for proposed legislation to determine its effectiveness and the impact of its passage on the state and other entities and individuals. Researched and drafted legislation and amendments to legislation. Monitored and coordinated the progress of committee legislation through committees of reference and on the floor. Briefed legislators on issues to be discussed in committee, on the floor, or with constituents. Conceived, planned, and conducted research projects and performed legislatively mandated studies. Prepared reports on research and committee work, such as end of session committee reports, interim projects, and oversight reports, which included recommendations for legislative action. Provided information and problem-solving assistance to legislators, their constituents, and the public. Prepared letters, summaries, speeches, reports, and informational memoranda on committee issues at the request of the committee chair, other legislators or the staff director. Specific reason for leaving: Position Title: Special Counsel Immediate Supervisor Name: Full-Time $\overline{\mathbf{A}}$ Employer: Florida Department of Business and Professional Regulation Diane Carr Part-Time П Title: Mailing Address: Summer City & State/ZIP: Tallahassee, FL 32399 Temp/Project П Employer Telephone No.: Supervisor's Telephone No.: Starting Date Leaving Date **Fechnical** $\overline{\mathbf{A}}$ Current/ Give average #

Commission, including support for the Military Veteran Peer Network as well as faith-based and justice-involved veteran efforts. Championed the pilot and legislative creation of the Veteran Entrepreneur Program. Led and managed the government relations efforts of the Texas Veterans Commission,

of hours worked per week if part-time:0.00

10	Day	Yr	Mo	Day	Yr	Final Salary	Non-Managerial		If supervisory, number of employees you supervised:		
	02	2004	1 12	01	2005		Supervisory/Managerial	V	5		
Prima Regu Toba and r powe Floric arbitr food Pari-I Monit these Divisi board depa	ary restation cco, we egulater and la Vacation per service and cored a and cored at the cored at	pons to prophich which ion o duty ation progra e esta Wag and h other Profe ee de 's leg	ibility wovide le licenses f the ald to enfor Plan al am for hablishm gering, velped dareas. ssional partme	as progal and sthe accoholic ce and Time nomeo ents ir which irect the Also was Regulant-regulations.	viding d oper alcohol bever d ensureshar wners a Floric regular ne lega orked ation, ulated	legal and operational advice on the compliance with the grant and associations; (3) the and also licenses thoroughbred ratal operations of these in conjunction with the which was responsill professions and one	al advice to the Secreta e management of four d acco industries, collects dustries; (2) the Division he provisions of the Coin d Ship Brokers Act, the e Division of Hotels and and regulates elevators cing, harness racing, gre e divisions. Assigned sp he Deputy Secretary for ble for the licensing of o	ry. Wo livision and a of Flori Flori Rest Rest eyhou ecial Profe ver 3	In the performance of this job: orked in conjunction with the Deputy Secretar in swithin the department: (1) the Division of A audits taxes and fees paid by the licensees, a orida Land Sales, Condominiums and Mobile nium Act, the Cooperative Act, the Florida M da Uniform Land Sales Practices Law, as we aurants, which licenses, inspects and regulat alators and other vertical conveyance devices and racing, jai alai, and cardrooms located at responsibility for important or sensitive litigates assional Regulation in managing and providing 76,000 professionals and the administration of thing closely with the Office of Legislative Affa	Alcoholic Beverages and enforces the law Homes, which has to oblie Home Act, the III as a mediation and es public lodging an s; and (4) the Divisio pari-mutuel facilities ion and negotiations ag legal support for the first since the second	the d nd on of in he
Position	on Title	: Con	mittee /	Attorne	y				Immediate Supervisor Name:	Full-Time	\checkmark
Emplo	yer: Fl	orida	House	of Repr	esenta	tives			Susan Cutchins	Part-Time	
Mailin	g Addre	ess:							Title:	Summer	
City &	State/2	ZIP: T	allahass	see, FL	32399					Temp/Project	
			ne No.:						Supervisor's Telephone No.:		
Sta	arting D	ate	Le	aving D	ate	Current/	Technical	\square		Give average # of hours worked per	0
Мо	Day	Yr	Мо	Day	Yr	Final Salary	Non-Managerial		If supervisory, number of employees you supervised:	week if part-time:0.00	J
12	02	200	3 10	01	2004		Supervisory/Managerial		0		
legisl overs const comn	atively ight re ituents nittee	mar ports s, and chair	dated s , which d the pu	tudies includ blic. F egislat	. Prep led red Prepar	pared reports on rescommendations for l	earch and committee wo egislative action. Provid	ork, sı ded in	Conceived, planned, and conducted research uch as end of session committee reports, inte formation and problem-solving assistance to ormational memoranda on committee issues	rim projects, and legislators, their	
Position	on Title	: Jud									
Emplo	yer: Uı		ge Advo	cate					Immediate Supervisor Name:	Full-Time	
Employer: United States Army Reserve/Texas Army National Guard						Texas Army National	Guard		Immediate Supervisor Name: COL Michael Pratt	Full-Time Part-Time	
Mailin	g Addre	nited	_		eserve	Texas Army National	Guard		·		
	•	nited ess:	_	rmy R		Texas Army National	Guard		COL Michael Pratt	Part-Time	
City &	State/2	nited ess: ZIP: T	States A	rmy R		Texas Army National	Guard		COL Michael Pratt	Part-Time Summer	Ø
City &	State/2	nited ess: ZIP: T lepho	States Austin, Cone No.:	rmy R	0	Texas Army National	Guard Technical	☑	COL Michael Pratt Title:	Part-Time Summer Temp/Project Give average # pf hours worked per	
City &	State/2 oyer Te	nited ess: ZIP: T lepho	States Austin, Cone No.:	irmy R	0	,			COL Michael Pratt Title: Supervisor's Telephone No.: If supervisory, number of employees you	Part-Time Summer Temp/Project Give average #	
City & Emplo	State/Zoyer Tearting D	nited ess: ZIP: T lepho ate	ustin, C	A 9278	o Pate	Current/	Technical		COL Michael Pratt Title: Supervisor's Telephone No.:	Part-Time Summer Temp/Project Give average # pf hours worked per	

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perso	onnel c	laims,	torts o	daims,	affirm	ative claims, and A	rticle 139 claims.				
Rank	: Majo	or									
Spec	ific re	ason f	or lea	ving:							
Positi	on Title:	Applic	cations	Cons	ultant				Immediate Supervisor Name:	Full-Time	
Emplo	oyer: Le	xisNex	is						Kathryn Gruber	Part-Time	
Mailing Address:									Title:	Summer	
City & State/ZIP: Tallahassee, FL 32399										Temp/Project	
Employer Telephone No.:									Supervisor's Telephone No.:		
Starting Date Leaving Date Current/ Technical						Current/	Technical	V		Give average # of hours worked per	ſ
Мо	Day	Yr	Мо	Day	Yr	Final Salary	Non-Managerial		If supervisory, number of employees you	week if part-time:0.0)0
08	01	2001	12	31	2003		Supervisory/Managerial	<u> </u>	supervised: 3		
	eeting				is. Pro	vided superior cust	omer service by establish	ning	and maintaining excellent customer relationsh	ips at all levels.	
Positi	on Title:	Assoc	ciate						Immediate Supervisor Name:	Full-Time	 ✓
	oyer: Ho			& San	ns. P.A				Wade Hopping	Part-Time	
·	a Addre				•				Title:	Summer	
City 8	State/Z	ZIP: Ta l	llahass	ee, FL	32399					Temp/Project	
Emplo	yer Tel	ephone	No.:						Supervisor's Telephone No.:		
Sta	arting D	ate	Lea	aving D	ate	Current/	Technical	V		Give average # of hours worked per	
Мо	Day	Yr	Мо	Day	Yr	Final Salary	Non-Managerial		If supervisory, number of employees you supervised:	week if part-time:0.0)0
05	01	2000	09	30	2002		Supervisory/Managerial		0		
Repr and t of the	esente heir sta e Gove	d clier affs; ne rnor.	its befo egotiat Serveo	ore the ed wit d as a	e Florio h legis registe	da Legislature: rese slative committee st ered lobbyist for Ac	arched issues; drafted bi aff; attended, monitored, ros LLC, the National Ass	lls a and socia	n the performance of this job: nd amendments; negotiated with state represe testified at committee hearings; and worked w tion of Settlement Purchasers, and the Non-B Illiance of Automobile Manufacturers, the Ame	vith the Executive C ank Funds Transm	Office nitter

Institute, the Association of Florida Community Developers, the Exxon Mobil Corporation, the Florida Chamber of Commerce, the National Association of Credit Management Improved Construction Practices Committee, and the National Marine Manufacturers Association. Provided legal representation for these and other clients: researched issues; drafted memoranda and pleadings; and appeared before boards, commissions, councils, and courts.

Specific reason for leaving:

TEXAS DEPARTMENT OF CRIMINAL JUSTICE EMPLOYMENT APPLICATION SUPPLEMENT

Please check those that apply	Z
☐ New Applicant	
Former Employee	
☐ Veteran's Reinstatement	
ERS Retiree	

INSTRUCTIONS: All questions must be answered in full. Print in BLACK INK or TYPE. If you are applying for a Correctional Officer or Parole Officer position, you are required to complete and submit a PERS 282B or PERS 282C, Statement of Availability. To download this form, select Employment then Download Applications from the TDCJ website (www.tdcj.texas.gov). Scroll down and select the appropriate link to download.

NOTE TO APPLICANTS: With few exceptions, you are entitled upon request: (1) to be informed about the information the TDCJ collects about you; and (2) under Texas Government Code §§ 552.021 and 552.023, to receive and review the collected information. Under Texas Government Code § 559.004, you are also entitled to request, in accordance with TDCJ procedures, that incorrect information the TDCJ has collected about you be corrected.

	§ 559.004, you are also entitled to request, in accordance with TDCJ procedures, that incorrect information the TDCJ has collected about you prected.
1.	NAME: MITCHELL KYLE VINCENT 2. SOCIAL SECURITY NO.: Last First Middle (A. it assumes Social Security Cond.)
3.	(As it appears on your Social Security Card) DATE OF BIRTH: 4. PLACE OF BIRTH (STATE): (NOTE: The date and place of birth are required to establish that the applicant is at least 18 years old and to help establish identity in conducting a criminal background investigation.)
5.	DRIVER'S LICENSE NO.: STATE:
6.	Have you previously been employed by the TDCJ or worked in a TDCJ facility on a contract basis? Yes \(\subseteq \) No \(\subseteq \) If yes, give unit(s)/department(s) and dates:
7.	Are you related to any employee of the TDCJ or member of the Texas Board of Criminal Justice? Yes If yes, list <u>name</u> , <u>relationship</u> and <u>unit/department of assignment</u>
8.	May we contact your present employer for a reference? Yes X No Not presently employed
9a.	
9b.	Have you engaged in sexual abuse in a prison, jail, lockup, community confinement facility, juvenile facility, or other institution? Yes \(\subseteq \) No \(\overline{X} \)
9c.	Have you been convicted of engaging or attempting to engage in sexual activity in the community facilitated by force, overt or implied threats of force, or coercion, or if the victim did not consent or was unable to consent or refuse? Yes \square No \boxed{X}
9d.	Have you been civilly or administratively adjudicated to have engaged in sexual activity in the community facilitated by force, overt or implied threats of force, or coercion, or if the victim did not consent or was unable to consent or refuse? Yes \square No $\overline{\mathbb{X}}$
9e.	Have you been involved in any substantiated incidents of sexual harassment? Yes \(\substack \) No \(\overline{X} \) If yes, please explain:
10.	Are you willing to work any day of the week required for the position for which you are applying? Yes 🔀 No 🗌
11.	If you are a male, age 18 through 25, have you registered with the Selective Service? Yes X No
	If no, are you exempt from registration? Yes \(\square\) No \(\square\) I am not a male, age 18-25 \(\overline{X} \)
12a.	Are you or any immediate member of your family (to include, but not limit related to a current or former TDCJ offender (incarcerated or on parole)? name of the offender(s):
12b.	Are you now or have you ever been involved in a spousal relationship with a current or former TDCJ offender (incarcerated or on parole)? This includes marriage, co. If yes, provide the name of the offender(s)
12c.	Do you have a current business partnership or gang association with a current or former TDCJ offender (incarcerated or on If yes, provide the name of the offender(s):
12d.	Are you on a current TDCJ offender's visitation list? If yes, provide the name of the offender(s):

PERS 282 (01/22) Page 1

12e. Have you corresponded in the past year with a current TDCJ offender?

If yes, provide the name of the offender(s)

Notes

- If you answered yes to Question 12a, 12b, 12c, 12d, or 12e, above, you are required to complete and submit a PERS 282A, Additional Offender Information form. This form is available from the TDCJ website.
- If you have a personal relationship with an offender, who is not a relative, be sure to read the "Offender Relationships" paragraph on Page 4 of this Supplement.

TA	IP	O	R	T	Δ	N	T

Read the definition of conviction in Question 15. When answering questions 13 through 15, do not include: (1) any violation of law committed before your 17th birthday if the final decision was made in juvenile court or under a youth offender law; (2) any conviction whose record was expunged under federal or state law; (3) minor traffic violations. **DWI**, **DUI**, **Open Container** and **Driving While License Suspended** are not minor traffic violations and must be listed.

14.	Are you		ation, deferred adjudicat	ion or under a pre-tri	al diversion agreeme	ent? Yes No X
15.	Have you If yes, li necessar	ist each one below ry. Note: For purpose		y not appear on you ne TDCJ, convictions	include sentenced to	ne. Attach an additional page if o confinement, paid fine, time
Cor Dat	viction	Felony or Misdemeanor	Offense	Offense Class	City & State	Punishment
	Are ther	w Enforcement W re any legal restric re applying for em	reapons as may be neces tions against you carrying ployment under a federa	ag a firearm? Yes	duties? Yes X N No X If yes, pl	EAD), please provide the category
17			on your EAD (examples ever been a member of a			Not Applicable X
17.	Are you superior	now or have you	ever been a member or a ndependence from gove	affiliated with an orga	nization that promo	tes racial, ethnic or gender ow of the United States
	If you as	nswered yes to eit	ner of these questions, pr	rovide the following i	nformation:	
	a. Nam	e of the organizati	on and dates of member	rship:		
	b. Posit	tion or positions ye	ou held in the organizati	on:		
	c. Arre	sts and/or convicti	ons resulting from your	activities as a membe	er:	
18.	associat	ed with organizati	ons that promote racial,	ethnic or gender supe	riority or separation	ith a street gang or that are , independence from governmenta yes, provide a description and

PERS 282 (01/22) Page 2

location of those tattoos or markings:

CONDITIONS OF EMPLOYMENT

Minimum Standards for all Applicants

- 1. Must be a U.S. citizen or an immigrant with lawful status, who is authorized to work in the U.S.
- 2. Must be at least 18 years of age
- 3. Must possess a High School Diploma from an accredited senior high school or equivalent or a state-issued General Education Development (GED) certificate
- 4. Must not be on probation for any criminal offense
- Must not have pending charges for any criminal offense or have an outstanding warrant
- Convicted felons (or those convicted of an equivalent offense under the Uniform Code of Military Justice) do not become eligible for consideration until 10 years have elapsed since termination of sentence.
- 7. Must not be on active duty in the military (persons on terminal leave from active duty may apply)
- 8. Males, age 18 through 25, must be registered with the Selective Service if required to do so by Federal Law.
- 9. Must be able to perform the essential functions of the position applied for, with or without reasonable accommodation
- 10. Must pass the TDCJ drug test
- 11. All applicants, who may have contact with offenders, are ineligible for employment if they have committed any activity described in questions 9b, 9c, or 9d.

Additional Minimum Standards for Correctional Officer and other Security Applicants

- 1. Never have been convicted of a felony
- 2. Not have been convicted of a Class A misdemeanor, or the equivalent, within the last 10 years
- 3. Not have been convicted of a Class B misdemeanor, or the equivalent, within the last 3 years
- Never have been convicted of an offense that involved domestic violence
- Not have been discharged from the Armed Forces under dishonorable conditions
- 6. Must pass the TDCJ pre-employment test and physical agility test

The Gun Control Act, 18 U.S.C. § 922(g), makes it unlawful for certain categories of persons to possess firearms or ammunition, to include a person:

- Who has been convicted in any court of a crime punishable by imprisonment for a term exceeding one year;
- 2. Who is a fugitive from justice;
- 3. Who is an unlawful user of or addicted to any controlled substance (as defined in 21 U.S.C. § 802);
- 4. Who has been adjudicated as a mental defective or has been committed to a mental institution:
- 5. Who is an illegal alien;
- Who has been discharged from the Armed Forces under dishonorable conditions;
- 7. Who has renounced his or her United States citizenship;
- 8. Who is subject to a court order restraining the person from harassing, stalking, or threatening an intimate partner or child of the intimate partner; or
- Who has been convicted in any court of a misdemeanor crime of domestic violence.

Requirement to Report to Work in Emergency Situations

In an emergency situation that presents an immediate or potential threat to public safety as determined by a Warden or Department Head, it is mandatory that the following essential staff report to work: a) correctional officers and supervisors; b) parole officers and parole supervisory staff; and c) staff necessary to support emergency operations. Employees may be required to work overtime, have work schedules changed, have days off cancelled, and be temporarily reassigned to a different work location. If an employee is absent based on a claim of illness or injury on a day or days the employee was required to report to duty during an emergency response situation, the employee may be required to furnish a health care provider's statement within two workdays after the employee returns to work.

Mandatory evacuation orders given by local or state officials (e.g., for anticipated landfall of a hurricane) do not relieve employees from the requirement to report to work as required by their assigned daily schedule card or as directed by a supervisor in emergency situations. Failure to report to duty or remain on duty may result in disciplinary action up to and including dismissal from employment.

Important Note

For purposes of employment with the TDCJ, convictions include sentenced to confinement, paid fine, time served, placed on probation (includes deferred adjudication) and court-ordered restitution.

Additional Standards for Non-Security Applicants are stated in job posting and position descriptions. In addition, Parole Officers are required to have access to and be willing to use their own transportation for work and that they carry liability insurance. Parole Officers must not have been convicted of any offense involving domestic violence, and must not have been discharged from the Armed Forces under dishonorable conditions. Minimum standards for entry level Substance Abuse Counselor applicants will be explained by the contact person listed on the job posting.

Assignments

Initial assignment locations within the TDCJ are determined by applicant preference, consistent with the needs of the agency. The TDCJ reserves the right to reassign employees to different locations if necessary to meet its needs. Employees may submit a request for reassignment to another location in accordance with published procedures. However, there are many requests on file for certain areas and the waiting time for reassignment to these areas may be excessive.

Employee Drug and Alcohol Testing

All employees are subject to reasonable suspicion drug and alcohol testing.

Overtime

Employees who are authorized overtime and required to work overtime will be given Fair Labor Standards Act (FLSA) compensatory time. This compensatory time will be banked, used, or cashed out consistent with TDCJ policy.

Continued on next page

CONDITIONS OF EMPLOYMENT (Continued)

Falsification of Application

It is important that the employment application be filled out completely and accurately. Any determination that the application has been falsified is grounds for refusing employment or terminating employment if already employed.

Organizational Affiliations

Affiliation with organizations that threaten the safety and security of a TDCJ facility may result in disqualification or termination of employment.

Employment Rights

Employees of the TDCJ are "at will" employees. This means that employment is for no definite period and may, regardless of the date or payment of wages and salary, be terminated at any time without prior notice.

Offender Relationships

TDCJ employees are prohibited from continuing or establishing a relationship with an offender or an offender's family member if the relationship jeopardizes or has the potential to jeopardize the security of the TDCJ or compromises the effectiveness of the employee. Prohibited relationships include those involving cohabitation, sexual misconduct or actions that jeopardize or have the potential to jeopardize the security of the TDCJ. This means that employees may not have personal contact or

relationships with offenders currently incarcerated or on parole outside of their official duties if this contact or relationship would jeopardize or has the potential to jeopardize the security of the TDCJ. Prohibited contact includes living together, writing letters or notes, telephone contact, visitation, and depositing funds into an offender's trust fund. If an employee had a child together with an offender, employee contact with the offender or offender's family may be limited to that which is necessary to foster a relationship with the child. As a condition of employment with the TDCJ, employees with prohibited relationships must sever those relationships. Sever means to cease any and all cohabitation, intimate encounters, verbal or written communications, visitation, and other prohibited contact. Continuation of a prohibited relationship after employment with the TDCJ may result in dismissal from employment if a determination is made by the TDCJ that the relationship jeopardizes or has the potential to jeopardize the security of the TDCJ.

Additional Information

Information concerning any event that may affect eligibility for employment with the TDCJ that occurs **after** the application has been submitted, to include criminal charges, must be provided in writing immediately to the **Section Director**, **Employment**, **TDCJ Human Resources Headquarters**, **2 Financial Plaza**, **Suite** #600, **Huntsville**, **TX 77340**. Failure to do so may be considered falsification of the application for employment and may result in disqualification or termination of employment.

CERTIFICATION: I certify that my answers are true, complete, and correct to the best of my knowledge and that I have not evaded or omitted any part thereof to reflect an untruth. I understand that falsification constitutes grounds for refusing or terminating employment. I have also read and understood and I agree to the Conditions of Employment and document requirements in this Supplement.

DUTY TO DISCLOSE: I hereby acknowledge that I have a duty to disclose any sexual misconduct during the term of my employment. I further acknowledge that I have a duty to disclose any misconduct on my part while working for previous employers.

Signature:		Date:	July 12, 2025	
_		_		

REQUIRED DOCUMENTS

Applications will not be processed without the required documents. Documents in the application must be photocopies and will become a permanent part of the application. DO NOT INCLUDE ORIGINALS.

- A copy of your current DRIVER'S LICENSE with a photograph and/or date of birth, sex, height, eye color and address. Receipts are not acceptable without the license with photograph. You will also need to present the original license during screening for Correctional Officer applicants or during employment in-processing for non-correctional applicants. (SEE NOTE 1 AND 2, BELOW.)
- 2. A copy of your SOCIAL SECURITY CARD. This must be a copy of the original card issued by the Social Security Office. The following are not acceptable: metal or other reproductions; altered cards; laminated cards that were not signed before lamination; laminated cards that have the statement, "This card is invalid if laminated" on the back and cards that contain the statement, "Valid for work only with DHS Authorization." You will also need to present the original card at the same time you present your driver's license.
- 3. For positions that do not require a college degree: A copy of a DIPLOMA or TRANSCRIPT that documents the highest level of education completed or a copy of a state or military-issued GED Certificate. For positions that do require a college degree: A copy of your COLLEGE DIPLOMA or TRANSCRIPT. Windham School System requires official college transcripts verifying highest degree conferred. SEE NOTE 3, BELOW.
- 4. A copy of the DD Form 214 you were issued for the final period of active duty, if you served in the U.S. military. This must be a complete Member 4 Copy or other copy, which includes the type of discharge. If you are on terminal leave from active duty, attach a letter from your commander indicating the date of discharge and type of discharge. The DD Form 214 must be submitted after the discharge date. If you no longer have your copy of your DD Form 214, you may request a copy on-line at: http://www.archives.gov/research_room/vetrecs

- 5. If you are a male, age 18 through 25, you must provide a copy of your SELECTIVE SERVICE REGISTRATION CARD or proof of exemption from Selective Service registration. If your card is not available, you may obtain proof of registration from the Internet and submit a printed copy of this proof. You may obtain proof of registration or register at the following address: http://www.sss.gov/regist.htm
- 6. A DISPOSITION for each item reported in questions 13, 14 and 15. A disposition is a statement of the charge, date, and the results of the case. If the charge was dismissed, the disposition must state the reason for dismissal. Dispositions can normally be obtained from the clerk of the court having jurisdiction over the case.

NOTES:

- Your original unexpired **Driver's License** and **Social Security** Card may be used to verify your identity and eligibility for employment in the U.S. Both will be immediately returned to you. Verification of eligibility for employment in the U.S. is required by the Immigration Reform and Control Act of 1986.
- 2. If you do not have a driver's license, any of the following documents are acceptable: unexpired State-issued ID Card; U.S. Military ID Card; School ID Card with photograph; unexpired ID Card issued by a federal, state, or local government agency; Voter Registration Card; U.S. Passport; Unexpired Foreign Passport with Employment Authorization; or, Alien Registration Card with photograph.
- Foreign/International diplomas or education credentials must be evaluated by a TDCJ-approved evaluation service or a member organization of the National Association of Credential Evaluation Services (NACES).

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APPLICANT EEO DATA FORM

The information requested is optional and is being collected for the purpose of reporting to Federal and Equal Employment Opportunity Agencies and will not be considered as part of the application for employment. It will be separated from the application.

Job Posting Number 15535885	Last Name (Type or Print) Mitchell Fir Ky		Middle V
. Address	City State Zip	Code 4. Daytime	e Phone 5. Work Phone
1 M-Male	Ethnic Origin White □ Black □ H-Hisp	Asian/Pac.	Am. Ind □ I-Alaskan □ O-Oth
. Veteran	10. Surviving Spouse of Veteran who has not remarried	11. Orphan of veteran	12. Former Texas Foster Youth 25 yrs of age or younger
Yes No	□ Yes ☑ No	□ Yes ☑ No	□ Yes ☑ No
3. How did you first find out about	this job		
01 - Other State Employee	□ 06 - Newspaper		☑ 11 - WorkinTexas.com
02- Job Fair	□ 07 - College/University/Care	er Day	□ 12 - Other (Specify)
03 - Professional Publication	□ 08 - Human Resource/Perso	nnel Office	
04 - Recruitment Poster	□ 09 - Radio		
3 05 - Television	□ 10- Agency Web Site- Interne	et	
	×	Signature - Applica	July 12, 2025
Vhite (Not of Hispanic origin) – A	All persons having origins in any of th	ne original peoples of Europ	pe, North Africa, or the Middle Ea
lack (Not of Hispanic origin) – A	all persons having origins in any of th	ne Black racial groups of Afr	rica.
lispanic – All persons of Mexican, ace.	Puerto Rican, Cuban, Central or So	outh American, or other Spa	anish culture or origin, regardless
sian or Pacific Islander – All per Subcontinent, or the Pacific Islands	sons having origins in any of the orig . This area includes, for example, C	ginal peoples of the Far Eas hina, India, Japan, Korea, t	st, Southeast Asia, the Indian the Philippine Islands, and Samo
	ve – All persons having origins in any affiliation or community recognition.	y of the original peoples of t	North America, and who maintain
	AN EQUAL OPPORTU	UNITY EMPLOYER	

Applying for Executive Director, Texas Department of Criminal Justice

EXECUTIVE LEADERSHIP | STRATEGIC LAW ENFORCEMENT ADMINISTRATION | NATIONAL SECURITY OPERATIONS

- Senior Federal Law Enforcement and National Security Leader with 25+ years of progressively responsible experience overseeing multimillion-dollar government operations, managing complex investigations, and leading diverse personnel across the U.S. Marshals Service, Department of the Army Criminal Investigation Division, and U.S. Military.
- Demonstrated excellence in administrative operations, interagency coordination, policy enforcement, and stakeholder engagement; highly experienced in managing high-performance teams and advising senior officials.
- Maintain long-term, effective relationships with key law enforcement stakeholders in Texas, New York, and D.C.
- Hold a Ph.D. and a Top Secret/SCI Government Security Clearance.

SELECTED KEY STRENGTHS

- Executive Leadership: Directed operational teams and enforced agency standards and policies across multiple jurisdictions; managed budgets, reviewed legal and operational protocols, and delivered briefings to senior U.S. leaders.
- *Policy and Program Administration:* Oversaw internal audits, operational planning, and performance evaluations; enforced statutes and regulations compliance; extensive knowledge of Texas state and federal laws and court systems.
- Strategic Emergency Planning and Risk Management: Drafted crisis response plans and led high-risk response efforts, including protective service operations and emergency planning.
- *Public Administration and Interagency Coordination:* Collaborated with federal, state, and local partners; represented agencies in formal hearings, legislative meetings, and public engagements; briefed senior-level U.S. officials.

EXPERIENCE

SPECIAL AGENT

DEPARTMENT OF THE ARMY, CRIMINAL INVESTIGATION DIVISION | San Antonio, TX | 07/2023—Present Lead high-level criminal and administrative investigations across military jurisdictions; coordinate enforcement and compliance strategies with senior leaders and federal stakeholders.

- Contract Fraud and Financial Crimes Oversight: Investigate multimillion-dollar procurement and travel card fraud, bribery schemes, money laundering, and False Claims Act violations; ensure compliance with federal acquisition laws and U.S. Code provisions.
- Leadership Engagement and Strategic Briefings: Deliver high-level case briefings to senior military and civilian leaders; provide insight on investigative direction, policy considerations, and operational risk; partner with U.S. Attorney's Office, Department of Defense, and federal law enforcement agencies.
- *Criminal and Administrative Case Leadership:* Lead complex investigations into child assault, sexual assault, homicide, and other serious offenses involving Army and Department of Defense personnel.

SENIOR INSPECTOR, DEPUTY UNITED STATES MARSHAL

UNITED STATES MARSHALS SERVICE | San Antonio, TX | 11/2015—07/2023

Directed major federal investigations and oversaw personnel, budget, and protective operations as Acting Assistant Chief Inspector for one of the nation's busiest judicial districts.

• *Personnel Oversight and Field Leadership:* Supervised 13 personnel and served as Acting Assistant Chief Inspector; reviewed operational plans, approved field reports, and conducted performance evaluations.

- *Complex Case Management:* Led more than 60 complex investigations involving human trafficking, procurement fraud, and other federal offenses; directed full case lifecycle from intelligence gathering to prosecution.
- *Protective Services Command:* Served as Team Leader for protective operations safeguarding U.S. Supreme Court Justices and Deputy Attorney General; coordinated logistics, threat assessments, and interagency communication.
- Court Security and High-Profile Trials: Delivered federal court security during the prosecution of traffickers and other high-risk defendants; maintained safety and order during sensitive judicial proceedings.
- Regional Budget and Compliance Management: Managed regional operational budgets; conducted internal audits, enforced accountability standards, and led compliance reviews.

SENIOR INSPECTOR, DEPUTY UNITED STATES MARSHAL

UNITED STATES MARSHALS SERVICE | New York, NY and San Antonio, TX | 05/2009—11/2015

Directed high-risk operations, enforced agency standards, and served in a senior leadership capacity across two major U.S. Marshals Service districts.

- Supervisory and Personnel Management: Served as Acting Supervisory Inspector; oversaw personnel assignments, field logistics, and operational execution across geographically dispersed teams.
- Audit and Compliance Enforcement: Conducted agency-mandated audits and annual inspections of multiple district offices; evaluated compliance with national policy and implemented corrective strategies.
- Strategic Operations Leadership: Led high-profile and high-risk assignments involving complex interagency collaboration with federal, state, and local law enforcement partners across the United States.
- *Diplomatic and Cross-Sector Coordination:* Mediated high-level security issues involving U.S. agencies, foreign institutions, and private-sector partners; delivered collaborative solutions to jurisdictional and logistical challenges.

CRIMINAL INVESTIGATOR, DEPUTY UNITED STATES MARSHAL

UNITED STATES MARSHALS SERVICE | New York, NY | 08/2003-05/2009

Directed critical protective operations and threat investigations in one of the busiest judicial districts in the nation.

- *Judicial Security Oversight:* Served as Acting Judicial Security Inspector; implemented and managed protective security protocols for 45 federal judges and court officials during high-profile trials and proceedings.
- *Threat Assessment and Incident Response:* Conducted 50+ investigations into threats, harassment, and security breaches targeting members of the judiciary; coordinated risk mitigation efforts with local and federal partners.
- *Dignitary and Event Protection:* Led protective details for the U.N. General Assembly, the U.S. Deputy Attorney General, and Justices of the U.S. Supreme Court.
- Access Control and Facility Security: Installed and maintained advanced access control systems protecting over 1,000 federal employees; strengthened security posture through procedural and technological improvements.

EARLY CAREER

- Deputy United States Marshal, Washington, D.C. | 11/2001—08/2003
- Non-Commissioned Officer, United States Army, South Korea and Ft. Hood, TX | 09/1999—10/2001
- Military Police Officer, Fort Belvoir, VA | 10/1996—08/1999

INSTRUCTIONAL AND POLICY DEVELOPMENT EXPERIENCE

- Certified Adjunct Instructor for USMS and FLETC.
- USMS and Federal Law Enforcement Certified Instructor; FEMA Train-the-Trainer certified.
- Authored publications and presented on trafficking and exploitation topics; expert advisor on investigative strategies.

EDUCATION -

- Ph.D., Adult Education, Phi Kappa Phi & Alpha Chi, Texas State University, 2021
- M.A., Human Resources/Training and Development, Seton Hall University, 2016
- B.S., History, State University of New York; Empire State College, 2014

Brittni Ortega

thank you,

Christian A. Nanry, PhD

Christian Nanry From: Sent: Saturday, July 12, 2025 8:10 AM Brittni Ortega To: Subject: Re: Executive Director, Texas Department of Criminal Justice Christian Nanry 282.pdf; DD214Nanry.pdf; NanryTranscriptsUSA.pdf; ss.pdf; **Attachments:** TXDLCAN.pdf CAUTION: This email was received from an EXTERNAL source, use caution when clicking links or opening attachments. If you believe this to be a malicious and/or phishing email, please contact the Information Security Office (ISO). Brittni, Please see additional documents to my application. If you have any questions or concerns, please contact me. Thank you, Christian A. Nanry, PhD On Fri, Jul 11, 2025 at 10:37 PM Christian Nanry wrote: Good evening, Please see my resume for the Executive Director Position, Texas Department of Criminal Justice. My three professional contacts are: Shannon Turner-Hogan: **Bryan Moultis:** Douglas Palmer:



THE STATE OF TEXAS APPLICATION FOR EMPLOYMENT

For State Agency Us	se Only
Date received	
Time received	
Received by	

<u>PRINT IN BLACK INK OR TYPE</u>. These instructions must be followed exactly. Fill out application form completely. If questions are not applicable, enter "NA." **Do not leave questions blank**. Be sure to sign when completed. The State of Texas is an Equal Opportunity Employer and does not discriminate on the basis of race, color, national origin, sex, religion, age or disability in employment or the provision of services. You may make copies of this application and enter different position titles, but <u>each copy must be signed</u>. **Resumes will not be accepted in lieu of applications**, unless specifically stated in the job vacancy notice. This application becomes public record and is subject to disclosure.

With few exceptions, you have the right to request and be informed about information that the State of Texas collects about you. You are entitled to receive and review the information upon request. You also have the right to ask the state agency to correct any information that is determined to be incorrect. (Reference: Government Code, Sections 552.021, 552.023 and 559.004.)

NAME	Nanry	, Christian Austin							
		(Last)	(First)	(M	liddle)			(Daytime Pho	one)
MAILING	G ADDRE	S					-	(Work Phon	e, Optional)
E-MAIL A	DDRESS							(1,-1,1,1,1,1,1,1,1,1,1,1,1,1,1,1,1,1,1,	a second
List any o	other name	s used if different from na	me on this ap	plication.					
	ct title of p	position or type of work	and location	for which yo	ou wish to	Job Posting Nu	umber	Closing Date	
apply: TDCJ Ex	xecutive	Director				032020		07-12-2025	į.
apply:		ncy with which you wish	r	Do you have elationships:		vorking for this ag	gency? If s	o, list names a	nd
Justic	e								
Full-Time	Part-Ti	me Summer Temp/	Project	Date available	e for work? AS	AP Are y	ou at least 1	7 years of age?	
Are you w	willing to we	ork hours other than 8-5?	Yes No		What days are y	ou unable to work?	?		
Are you w	willing to tra	avel? Yes No							
Current D	Oriver's Lice	ense # (if required for posi	tion) (State)	(Normalism)			Commercial	Driver's License	e Yes 🗌 No 🗀
Geograph	hic prefere	nce. (Be specific to city/are		(Number) erence, write ":	statewide.")	Austin, TX			
explain in	n concise d n may not	n convicted of a felony of etail on a separate page, g disqualify you, but a false s	giving dates a	ind nature of the	ne offense, nam	e and location of th	e court, and	disposition of th	ne case(s). A
EDUCAT	TION (NO	TE: Applicants may be rec	quired to provi	ide proof of dip	oloma, degree, t	ranscripts, licenses	, certification	ns, and registrat	ions.)
High Scho	ool Gradua	ate or GED? Yes 🔳 No 🗖	If yes, nar	ne and location	n of high school	or GED institute:	Pflugervi	lle HS	
Туре	e		Date	s Attended	Date	Expected	Sem/Clock	Туре	Major/Minor
of		Name and Location	From	То	Graduated	Graduation	Hours	of Diploma	Fields

Type	Name and Location	Dates Attended					Expected Graduation	Sem/Clock Hours	Type	Major/Minor Fields
School	of School	Mo. Yr.		Mo. Yr.		Graduated	Date	Completed	of Diploma or Degree	of Study
Undergraduate Colleges or Universities	Empire State University					2014			BS	History
Oniversides						2012				HR: TRN and
Graduate	Seton Hall University			++i		2016			MA	Development
Schools	Texas State University					2021			PHD	Adult Education
Technical or Vocational Schools										

LICENSE/CERTIFICATION	Date	Date	ated to the position for which you are applying, complete to Issued by/Location of issuing authority	
(P.E., R.N., Attorney, C.P.A., etc.)	issued	expires	(State or other authority) (City & State)	License No.
lculators, printing or graphics eq 29 years of law enforce actics/Less Than Letl	uipment, cor ement ex nal Instru ildren. K	nputer equipme operience i uctor, Num (9 Handler)	nining or skills you possess and machines or office equiprent, types of software and hardware. (Attach additional pairs multiple jurisdictions, military veteral erous publications on police performal, Special Reaction Team member, Pro	age, if necessary.) n, Firearms/Control nce, human trafficki
gn Language (If required for this	position) Ye	s 🔲 No 🔳	Are you a certific	ed interpreter? Yes No
o you speak a language other tha yes, what language(s) do you sp		(If required for t		air 🗌 Good 🔲 Excellent 🗌
o you write in a language other the yes, which language(s)	nan English?	(If required for	this position) Yes No 🖪	
lave you ever been employed by	the State of	Texas? Yes 🔲 I	No Are you currently employed by the S	tate of Texas? Yes No 🖪
you have been previously emplo N/A	yed by the S	tate of Texas, li	st the agency/agencies:	
ORMER FOSTER YOUTH (Verifi	cation may t	oe required.)		
If yes, are you currently 25 y	ears of age	or younger? Ye	Family and Protective Services on the day before your 18 In No In Services may be required.)	8 th birthday? Yes ☐ No ☐
Are you a veteran? Yes		es, list type of di	Henselle	
Dates of Service (From/To):	The same	996-09/10/200		
Are you a surviving spouse Are you a surviving orphan	of a veteran of a veteran	who has not rei killed while on a	married? Yes ☐ No ■ active duty? Yes ☐ No ■	
If yes, complete dates of set (From/To):	rvice for vete	eran	2000000	
	nary source		s or Texas National Guard serving on active duty? Yes veteran who has a total disability with a rating of at least	
			G STATEMENTS CAREFULLY AND INDICATE Y EPTANCE BY SIGNING IN THE SPACE PROVIDE	
complete, and I understand hired, termination. I understand that as a cond. I understand that the State of present either proof of regis. I understand that some state other organizations, for any I authorize any of the person previous employment, educe	that any mi ition of emp of Texas rec tration or ex e agencies criminal his ns or organi ation, or an	sstatement, fall loyment, I will to puires all males temption from to will check with tory in accordate actions referer to other informations.	nection with my application, whether on this document sification, or omission of information may be grounds be required to provide legal proof of authorization to we who are 18 through 25 and required to register with the registration upon hire. The Texas Department of Public Safety, the Federal Bance with applicable statutes. Indeed in this application to give you any and all information they might have, personal or otherwise, with regarders from all liability from any damages which may resident.	for refusal to hire or, if york in the U.S. the Selective Service, to ureau of Investigation or tion concerning my and to any of the subjects
HIS APPLICATION MUST BI		V		
SIGNED	SIGN	HERE: X		07/11/2025

Signature - Applicant

(0923)

07/11/2025

EMPLOYMENT HISTORY

This information will be the official record of your employment history and must accurately reflect all significant duties performed. Summaries of experience should clearly describe your qualifications.

- 1. <u>Include ALL employment. Begin with your current or last position and work back to your first.</u> Employment history should include **each position** held, even those with the same employer.
- 2. EMPLOYER ADDRESSES MUST BE COMPLETE MAILING ADDRESSES, INCLUDING ZIP CODE.
- 3. Answer all questions and completely summarize your experience including technical and managerial responsibilities and any special training, skills and qualifications for each position you have held.

If you need additional space to adequately describe your employment history, you may use this employment history sheet or attach a typed employment history providing the same information in the same format as this application form.

Name Nanry, Christian Austin			
Last	First	Middle	
Position Title: Special Age DACID Mailing Address: 2164 Wilson City & State/ZIP: San Antonio Employer's Telephone No.: 828-803-019 Starting Date Leaving Date Curre Mo. Day Yr. Mo. Day Yr. Final Final Starting Date Starting D	i Way I, TX 78234 94	Immediate Supervisor Name: Dan Stanley Title: SSA Supervisor's Telephone No.: If supervisory, number of employees you supervised:	Full-Time Part-Time Summer Temp/Project Give average # of hours worked per week if part-time:
Summary of experience including special train			uramant and
Contract Fraud and Financial C travel card fraud, bribery schen	J	•	
compliance with federal acquis			nis, ensure
compliance with rederal acquis	illon laws and U.S. Col	de provisions.	
Leadership Engagement and Sand civilian leaders; provide instrisk; partner with U.S. Attorney agencies.	sight on investigative di 's Office, Department o	rection, policy considerations,	and operationa
Specific reason for leaving: Retiremen			·
City & State/ZIP Arlington, V	s Marshals Service rk St. A 22202	Immediate Supervisor Name: Scott Perry Title: Regional Chief Supervisor's Telephone No.:	Full-Time Part-Time Summer Temp/Project
Employer's Telephone No.: (202) 307-9 Starting Date Leaving Date Curre			Give average # of hours worked per
	Salary Non-managerial Supervisory/Managerial	If supervisory, number of employees you supervised: 13	week if part-time:
Summary of experience including special train		apcivisca.	
Supervisory and Personnel Ma	nagement: Served as i	Acting Supervisory Inspector;	oversaw
personnel assignments, field lo	gistics, and operationa	I execution across geographic	ally dispersed
teams.			
Audit and Compliance Enforce of multiple district offices; evalustrategies.	ŭ	•	•
Strategic Operations Leadersh Specific reason for leaving: Transfer	ip: Led high-profile and	high-risk assignments involvi	ng complex

(0519) Page 3 of 4

	ress: /ZIP: Telephone Date y Yr. 1996 resperience	No.: Leavi Mo. [S Army arious arios ing Date Day Yr. 10 2001 g special tra	-	Technical Non-managerial Supervisory/Managerial alifications you have used	d in t	Immediate Supervisor Name: Title: Supervisor's Telephone No.: If supervisory, number of employees you supervised: 16 the performance of this job: a for approximately one year.	Full-Time Part-Time Summer Temp/Project Give average # of hours worked per week if part-time:
·	Led, trained, counseled, and assigned areas of responsibility/duties for 16 South Korean and U.S. Military Working Dog Handlers							
Develop	Distinguished Graduate and Physical Fitness Award Winner at the Primary Leadership Development Course							
·				J	Custodian y Working Dog H	lan	dler	
	Won 1st Place in the 2000 ROK Military Working Dog Competition for Narcotics Detection							
Specific rea	ason for le	aving: E	End of co	ontract				
Position Title Employer: Mailing Addr City & State Employer's	ress: /ZIP:	No.:					Immediate Supervisor Name: Title: Supervisor's Telephone No.:	Full-Time Part-Time Summer Temp/Project
Starting	Date	Leavi	ing Date	Current/	Technical			Give average # of hours worked per
Mo. Day	y Yr.	Mo. [Day Yr.	Final Salary	Non-managerial	\exists	If supervisory, number of employees you	week if part-time:
Summary of	experience	e includin	g special tra	\$ iining/skills/qu	Supervisory/Managerial alifications you have use		supervised: he performance of this job:	<u> </u>
Specific rea								

(0519) Page 4 of 4

TEXAS DEPARTMENT OF CRIMINAL JUSTICE EMPLOYMENT APPLICATION SUPPLEMENT

Ple	ase check those that apply
	New Applicant
	Former Employee
	Veteran's Reinstatement
	ERS Retiree

INSTRUCTIONS: All questions must be answered in full. Print in BLACK INK or TYPE. If you are applying for a Correctional Officer or Parole Officer position, you are required to complete and submit a PERS 282B or PERS 282C, Statement of Availability. To download this form, select Employment then Download Applications from the TDCJ website (www.tdcj.texas.gov). Scroll down and select the appropriate link to download.

NOTE TO APPLICANTS: With few exceptions, you are entitled upon request: (1) to be informed about the information the TDCJ collects about you; and (2) under Texas Government Code §§ 552.021 and 552.023, to receive and review the collected information. Under Texas Government Code § 559.004, you are also entitled to request, in accordance with TDCJ procedures, that incorrect information the TDCJ has collected about you be corrected.

be co	rrected.
1.	NAME: Nanry, Christian Austin 2. SOCIAL SECURITY NO.:
	Last First Middle (As it appears on your Social Security Card)
3.	DATE OF BIRTH: 4. PLACE OF BIRTH (STATE): (NOTE: The date and place of birth are required to establish that the applicant is at least 18 years old and to help establish identity in conducting a criminal
	background investigation.)
5.	DRIVER'S LICENSE NO.: STATE:
6.	Have you previously been employed by the TDCJ or worked in a TDCJ facility on a contract basis? Yes No If yes, give unit(s)/department(s) and dates:
7.	Are you related to any employee of the TDCJ or member of the Texas Board of Criminal Justice? If yes, list <u>name</u> , <u>relationship</u> and <u>unit/department of assignment</u>
8.	May we contact your present employer for a reference? Yes No Not presently employed
9a.	Have you ever been fired from a job? Yes No Have you ever been asked to resign from a job? Yes No figure 1 No figure 1 No figure 1 No figure 2 No figure 2 No figure 2 No figure 3 No figu
9b.	Have you engaged in sexual abuse in a prison, jail, lockup, community confinement facility, juvenile facility, or other institution? Yes No
9c.	Have you been convicted of engaging or attempting to engage in sexual activity in the community facilitated by force, overt or implied threats of force, or coercion, or if the victim did not consent or was unable to consent or refuse? Yes \(\subseteq \) No \(\blacktriangle \)
9d.	Have you been civilly or administratively adjudicated to have engaged in sexual activity in the community facilitated by force, overt or implied threats of force, or coercion, or if the victim did not consent or was unable to consent or refuse? Yes \sum No \sum \square
9e.	Have you been involved in any substantiated incidents of sexual harassment? Yes ☐ No ■ If yes, please explain:
10.	Are you willing to work any day of the week required for the position for which you are applying? Yes \(\scale \) No \(\scale \)
11.	If you are a male, age 18 through 25, have you registered with the Selective Service? Yes \(\square \) No \(\square \)
	If no, are you exempt from registration? Yes No I am not a male, age 18-25
12a.	Are you or any immediate member of your family (to include, but not limited to your parent, brother, sister, spouse, or child) related to a current or former TDCJ offender (incarcerated or on parole)? name of the offender(s):
12b.	Are you now or have you ever been involved in a spousal relationship with a current or former TDCJ offender (incarcerated or on parole)? This includes marriage, co. If yes, provide the name of the offender(s
12c.	Do you have a current business partnership or gang association with a current or former TDCJ offender (incarcerated or on If yes, provide the name of the offender(s)
12d.	Are you on a current TDCJ offender's visitation list? If yes, provide the name of the offender(s)

PERS 282 (01/22) Page 1

12e. Have you corresponded in the past year with a current TDCL offender?

If yes, provide the name of the offender(s)

Notes

- If you answered yes to Question 12a, 12b, 12c, 12d, or 12e, above, you are required to complete and submit a PERS 282A, Additional Offender Information form. This form is available from the TDCJ website.
- If you have a personal relationship with an offender, who is not a relative, be sure to read the "Offender Relationships" paragraph on Page 4 of this Supplement.

TN	/IP	O	R	T	Δ	N	T
		v	-		_	_	_

Read the definition of conviction in Question 15. When answering questions 13 through 15, do not include: (1) any violation of law committed before your 17th birthday if the final decision was made in juvenile court or under a youth offender law; (2) any conviction whose record was expunged under federal or state law; (3) minor traffic violations. **DWI**, **DUI**, **Open Container** and **Driving While License Suspended** are not minor traffic violations and must be listed.

14.		on parole or problease explain:	ation, deferred adjudication	on or under a pre-tri	al diversion agreeme	ent? Yes No No
15.	If yes, li necessar	st each one below y.		not appear on you	r record at this tim	e. Attach an additional page if
Con	viction	Felony or Misdemeanor	n (includes deferred adj	Offense Class	rt-ordered restitution	Punishment
	If you a	re applying for em	tions against you carrying ployment under a federal on your EAD (examples:	employment author	ization document (E	AD), please provide the category
17.	Are you	now or have you	ever been a member of a	street gang? Yes	No ■	
	superior		ndependence from gover			tes racial, ethnic or gender ow of the United States
	If you ar	nswered yes to eitl	her of these questions, pro	ovide the following i	nformation:	
	a. Nam	e of the organizati	on and dates of members	hip:		
	b. Posit	ion or positions ye	ou held in the organizatio	n:		
	c. Arre	sts and/or convicti	ons resulting from your a	ctivities as a membe	er:	
18.	associate laws and	ed with organization	ons that promote racial, e erthrow of the United Sta	thnic or gender supe	riority or separation	ith a street gang or that are , independence from governmental res, provide a description and

CONDITIONS OF EMPLOYMENT

Minimum Standards for all Applicants

- Must be a U.S. citizen or an immigrant with lawful status, who is authorized to work in the U.S.
- 2. Must be at least 18 years of age
- Must possess a High School Diploma from an accredited senior high school or equivalent or a state-issued General Education Development (GED) certificate
- 4. Must not be on probation for any criminal offense
- Must not have pending charges for any criminal offense or have an outstanding warrant
- Convicted felons (or those convicted of an equivalent offense under the Uniform Code of Military Justice) do not become eligible for consideration until 10 years have elapsed since termination of sentence.
- 7. Must not be on active duty in the military (persons on terminal leave from active duty may apply)
- 8. Males, age 18 through 25, must be registered with the Selective Service if required to do so by Federal Law.
- Must be able to perform the essential functions of the position applied for, with or without reasonable accommodation
- 10. Must pass the TDCJ drug test
- All applicants, who may have contact with offenders, are ineligible for employment if they have committed any activity described in questions 9b, 9c, or 9d.

Additional Minimum Standards for Correctional Officer and other Security Applicants

- 1. Never have been convicted of a felony
- Not have been convicted of a Class A misdemeanor, or the equivalent, within the last 10 years
- Not have been convicted of a Class B misdemeanor, or the equivalent, within the last 3 years
- Never have been convicted of an offense that involved domestic violence
- Not have been discharged from the Armed Forces under dishonorable conditions
- Must pass the TDCJ pre-employment test and physical agility test

The Gun Control Act, 18 U.S.C. § 922(g), makes it unlawful for certain categories of persons to possess firearms or ammunition, to include a person:

- Who has been convicted in any court of a crime punishable by imprisonment for a term exceeding one year;
- Who is a fugitive from justice;
- Who is an unlawful user of or addicted to any controlled substance (as defined in 21 U.S.C. § 802);
- Who has been adjudicated as a mental defective or has been committed to a mental institution:
- 5. Who is an illegal alien;
- Who has been discharged from the Armed Forces under dishonorable conditions;
- Who has renounced his or her United States citizenship;
- Who is subject to a court order restraining the person from harassing, stalking, or threatening an intimate partner or child of the intimate partner; or
- Who has been convicted in any court of a misdemeanor crime of domestic violence.

Requirement to Report to Work in Emergency Situations

In an emergency situation that presents an immediate or potential threat to public safety as determined by a Warden or Department Head, it is mandatory that the following essential staff report to work: a) correctional officers and supervisors; b) parole officers and parole supervisory staff; and c) staff necessary to support emergency operations. Employees may be required to work overtime, have work schedules changed, have days off cancelled, and be temporarily reassigned to a different work location. If an employee is absent based on a claim of illness or injury on a day or days the employee was required to report to duty during an emergency response situation, the employee may be required to furnish a health care provider's statement within two workdays after the employee returns to work.

Mandatory evacuation orders given by local or state officials (e.g., for anticipated landfall of a hurricane) do not relieve employees from the requirement to report to work as required by their assigned daily schedule card or as directed by a supervisor in emergency situations. Failure to report to duty or remain on duty may result in disciplinary action up to and including dismissal from employment.

Important Note

For purposes of employment with the TDCJ, convictions include sentenced to confinement, paid fine, time served, placed on probation (includes deferred adjudication) and court-ordered restitution.

Additional Standards for Non-Security Applicants are stated in job posting and position descriptions. In addition, Parole Officers are required to have access to and be willing to use their own transportation for work and that they carry liability insurance. Parole Officers must not have been convicted of any offense involving domestic violence, and must not have been discharged from the Armed Forces under dishonorable conditions. Minimum standards for entry level Substance Abuse Counselor applicants will be explained by the contact person listed on the job posting.

Assignments

Initial assignment locations within the TDCJ are determined by applicant preference, consistent with the needs of the agency. The TDCJ reserves the right to reassign employees to different locations if necessary to meet its needs. Employees may submit a request for reassignment to another location in accordance with published procedures. However, there are many requests on file for certain areas and the waiting time for reassignment to these areas may be excessive.

Employee Drug and Alcohol Testing

All employees are subject to reasonable suspicion drug and alcohol testing.

Overtime

Employees who are authorized overtime and required to work overtime will be given Fair Labor Standards Act (FLSA) compensatory time. This compensatory time will be banked, used, or cashed out consistent with TDCJ policy.

Continued on next page

CONDITIONS OF EMPLOYMENT (Continued)

Falsification of Application

It is important that the employment application be filled out completely and accurately. Any determination that the application has been falsified is grounds for refusing employment or terminating employment if already employed.

Organizational Affiliations

Affiliation with organizations that threaten the safety and security of a TDCJ facility may result in disqualification or termination of employment.

Employment Rights

Employees of the TDCJ are "at will" employees. This means that employment is for no definite period and may, regardless of the date or payment of wages and salary, be terminated at any time without prior notice.

Offender Relationships

TDCJ employees are prohibited from continuing or establishing a relationship with an offender or an offender's family member if the relationship jeopardizes or has the potential to jeopardize the security of the TDCJ or compromises the effectiveness of the employee. Prohibited relationships include those involving cohabitation, sexual misconduct or actions that jeopardize or have the potential to jeopardize the security of the TDCJ. This means that employees may not have personal contact or

relationships with offenders currently incarcerated or on parole outside of their official duties if this contact or relationship would jeopardize or has the potential to jeopardize the security of the TDCJ. Prohibited contact includes living together, writing letters or notes, telephone contact, visitation, and depositing funds into an offender's trust fund. If an employee had a child together with an offender, employee contact with the offender or offender's family may be limited to that which is necessary to foster a relationship with the child. As a condition of employment with the TDCJ, employees with prohibited relationships must sever those relationships. Sever means to cease any and all cohabitation, intimate encounters, verbal or written communications, visitation, and other prohibited contact. Continuation of a prohibited relationship after employment with the TDCJ may result in dismissal from employment if a determination is made by the TDCJ that the relationship jeopardizes or has the potential to jeopardize the security of the TDCJ.

Additional Information

Information concerning any event that may affect eligibility for employment with the TDCJ that occurs after the application has been submitted, to include criminal charges, must be provided in writing immediately to the Section Director, Employment, TDCJ Human Resources Headquarters, 2 Financial Plaza, Suite #600, Huntsville, TX 77340. Failure to do so may be considered falsification of the application for employment and may result in disqualification or termination of employment.

CERTIFICATION: I certify that my answers are true, complete, and correct to the best of my knowledge and that I have not evaded or omitted any part thereof to reflect an untruth. I understand that falsification constitutes grounds for refusing or terminating employment. I have also read and understood and I agree to the Conditions of Employment and document requirements in this Supplement.

DUTY TO DISCLOSE: I hereby acknowledge that I have a duty to disclose any sexual misconduct during the term of my employment. I further acknowledge that I have a duty to disclose any misconduct on my part while working for previous employers.

Signature: Christian A. Nanry	Date: 07/12/2025
Signature:	Date: 01/12/2020

REQUIRED DOCUMENTS

Applications will not be processed without the required documents. Documents in the application must be photocopies and will become a permanent part of the application. DO NOT INCLUDE ORIGINALS.

- A copy of your current DRIVER'S LICENSE with a photograph and/or date of birth, sex, height, eye color and address. Receipts are not acceptable without the license with photograph. You will also need to present the original license during screening for Correctional Officer applicants or during employment in-processing for non-correctional applicants. (SEE NOTE 1 AND 2, BELOW.)
- 2. A copy of your SOCIAL SECURITY CARD. This must be a copy of the original card issued by the Social Security Office. The following are not acceptable: metal or other reproductions; altered cards; laminated cards that were not signed before lamination; laminated cards that have the statement, "This card is invalid if laminated" on the back and cards that contain the statement, "Valid for work only with DHS Authorization." You will also need to present the original card at the same time you present your driver's license.
- 3. For positions that do not require a college degree: A copy of a DIPLOMA or TRANSCRIPT that documents the highest level of education completed or a copy of a state or military-issued GED Certificate. For positions that do require a college degree: A copy of your COLLEGE DIPLOMA or TRANSCRIPT. Windham School System requires official college transcripts verifying highest degree conferred. SEE NOTE 3, BELOW.
- 4. A copy of the DD Form 214 you were issued for the final period of active duty, if you served in the U.S. military. This must be a complete Member 4 Copy or other copy, which includes the type of discharge. If you are on terminal leave from active duty, attach a letter from your commander indicating the date of discharge and type of discharge. The DD Form 214 must be submitted after the discharge date. If you no longer have your copy of your DD Form 214, you may request a copy on-line at: http://www.archives.gov/research_room/vetrecs

- 5. If you are a male, age 18 through 25, you must provide a copy of your SELECTIVE SERVICE REGISTRATION CARD or proof of exemption from Selective Service registration. If your card is not available, you may obtain proof of registration from the Internet and submit a printed copy of this proof. You may obtain proof of registration or register at the following address: http://www.sss.gov/regist.htm
- 6. A DISPOSITION for each item reported in questions 13, 14 and 15. A disposition is a statement of the charge, date, and the results of the case. If the charge was dismissed, the disposition must state the reason for dismissal. Dispositions can normally be obtained from the clerk of the court having jurisdiction over the case.

NOTES:

- Your original unexpired **Driver's License** and **Social Security** Card may be used to verify your identity and eligibility for employment in the U.S. Both will be immediately returned to you. Verification of eligibility for employment in the U.S. is required by the Immigration Reform and Control Act of 1986.
- 2. If you do not have a driver's license, any of the following documents are acceptable: unexpired State-issued ID Card; U.S. Military ID Card; School ID Card with photograph; unexpired ID Card issued by a federal, state, or local government agency; Voter Registration Card; U.S. Passport; Unexpired Foreign Passport with Employment Authorization; or, Alien Registration Card with photograph.
- Foreign/International diplomas or education credentials must be evaluated by a TDCJ-approved evaluation service or a member organization of the National Association of Credential Evaluation Services (NACES).

EDUCATION:

- (1) Texas State University, 601 University Dr, San Marcos, TX 78666, APCE (Adult, Professional, and Community Education), Doctorate of Philosophy, May 14, 2021, 4.0 GPA.
- (2) Seton Hall University, 400 S Orange Ave, South Orange, NJ 07079, Human Resources Training and Development, Masters of Arts, August 2016, 4.0 GPA.
- (3) State University of New York: Empire State College, 2 Union Ave, Saratoga Springs, NY 12866, Historical Studies with a concentration in American History, Bachelor of Science, June 2014, 3.67 GPA.

LAUREN NARAINE-NORRIS



EXECUTIVE PROFILE

Strategic criminal justice leader with over 6 years of experience in law enforcement, corrections, parole, and public administration. Proven expertise in managing complex investigations, supervising parole operations, enforcing compliance, and leading interdisciplinary teams within state-level agencies. Skilled in stakeholder engagement, legislative compliance, policy development, and operational oversight. Master's degree in Criminal Justice Management and certified in law enforcement and parole supervision. Committed to ethical governance, continuous improvement, and collaborative justice reform.

CORE COMPETENCIES

Executive Leadership & Agency Management • Criminal Justice & Parole Operations • Legislative & Regulatory Compliance • Multi-Agency Coordination • Emergency Response Planning • Public Affairs & Government Representation • Policy & Program Development • Investigative & Judicial Processes • Team Building & Personnel Development

PROFESSIONAL EXPERIENCE

2016- Present

Senior JAS Support Specialist, Remote, Arlington, Virginia Child Care Aware of America

Coordinate cross-functional support in high-pressure environments; ensure client services align with national operational standards. Manage multiple priorities under strict deadlines, maintaining high-level communication with families and programs.

2021-2022

Adjudicator, Atlanta, Georgia Georgia Department of Labor

Conducted legal hearings involving conflicting evidence and complex unemployment cases; interpreted and applied Georgia labor law.

Issued formal rulings and investigative decisions; safeguarded due process and equitable treatment under state law.

2020- 2021 Parole Officer, Brunswick, Georgia Georgia Department of Community Supervision

Led investigations involving high-risk probationers/parolees; executed arrest warrants and search operations.

Managed caseloads, developed supervision plans, conducted criminal and misconduct investigations, and presented findings in court.

2018- 2020 Institutional Parole Officer, Huntsville, Texas Texas Department of Criminal Justice

Provided parole recommendations to the Texas Board of Pardons and Paroles; conducted comprehensive interviews and criminal history reviews.

Ensured offender accountability through case management, victimfamily communication, and compliance enforcement.

2008- 2011 Acting Lieutenant, Fort Stewart, Georgia Wackenhut Services, Inc.

Directed safety and security for military installations; enforced compliance with Department of Defense standards.

Supervised guard teams and conducted inspections per federal emergency service directives.

EDUCATION

May 2026

Doctorate of Education, Educational Leadership

National American University

June 2019 Master of Science, Criminal Justice Management National American University

May 2018 Bachelor of Science, Criminal Justice, Magna Cum Laude National American University

CERTIFICATIONS AND LICENSURE

Georgia Peace Officer Standards and Training (P.O.S.T.)

Range Safety Officer - Department of the Army

Emergency & Public Safety Response Protocols (via GA DCS and WSI)

Lauren Naraine-Norris

Professional References

Sidney Jackson, Executive Director Therapy is BAE

Info@therapyisbae.org

Years known: 20 years

Jenny Coerbell, Chief Flight Attendant Delta Air Lines, Inc.

Years known: 19 years

Nicole Standley, Parole Hearing Officer Texas Department of Criminal Justice

Years known: 7 years



THE STATE OF TEXAS APPLICATION FOR EMPLOYMENT

For State Agency Use Only
Date received
Time received
Received by

Job Applicant No.

<u>PRINT IN BLACK INK OR TYPE</u>. These instructions must be followed exactly. Fill out application form completely. If questions are not applicable, enter "NA." Do not leave questions blank. Be sure to sign when completed. The State of Texas is an Equal Opportunity Employer and does not discriminate on the basis of race, color, national origin, sex, religion, age or disability in employment or the provision of services. You may make copies of this application and enter different position titles, but <u>each copy must be signed</u>. Resumes will not be accepted in lieu of applications, unless specifically stated in the job vacancy notice. This application becomes public record and is subject to disclosure.

With few exceptions, you have the right to request and be informed about information that the State of Texas collects about you. You are entitled to receive and review the information upon request. You also have the right to ask the state agency to correct any information that is determined to be incorrect. (Reference: Government Code, Sections 552.021, 552.023 and 559.004.)

NAME Nara	aine-Norris, Lauren, J	anel	le							
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E-MAIL ADDRES		(City)			(5)	atej (ZIP)	(Country)		(Work Phon	e, Optional)
List any other nar	mes used if different from name	on this	appil	cation	· <u>L</u>	auren Thor	npson; Lau	ren Nara	ine	
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apply:	gency with which you wish to arthment of Criminal Ju					anv relatives w				
	-Time 🔲 Summer 🔲 Temp/Pro	_		ale av		for work? (09)			7 years of age?	
	work hours other than 8-5? Yes	■ No				What days are yo		K.C. INNIAN		
	travet? Yes ■ No □ .kense # (if required for position erence. (Be specific to ckty/area.	(Si	ale)	(N	umber)		<u>:5-50%</u> lunttsvilleg, T		i Driver's Licens	e Yes 🗌 No 🔳
explain in concise conviction may n misdemeanors. EDUCATION (f	een convicted of a felony or se detail on a separate page, giviot disqualify you, but a false stated with the conviction of the conviction	ng date tement ed to p	es and will. I	d natur Note: S e proof	re of th Some s f of dip	e offense, name state agencies m	and location of t ay require addition	the court, and onal informat es, certificatio	disposition of the on related to con ns, and registrat	e case(s). A nvictions of ions.)
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of School	Name and Location of School		om Yr,		o Yr.	Graduated	Graduation Date	Hours Completed	of Diploma or Degree	Fields of Study
Undergraduate Colleges or Universities	National American	110	115	005	18	Ma yla ø18			BS	CC inininirada U
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Technical or Vocational Schools										
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AN EQUAL OPPORTUNITY EMPLOYER

If a license, certificate, or other authorization is required or related to the position for which you are applying, complete the following:

LICENSE/CERTIFICATION (P.E., R.N., Attorney, C.P.A., etc.)	Date Issued	Date expires	Issued by/Location of issuing authority (State or other authority) (City & State)	License No.
Georgia POST	1/1/21		State of Georgia	O246535

Special Training/Skills/Qualifications: List all job-related training or skills you possess and machines or office equipment you can use, such as calculators, printing or graphics equipment, computer equipment, types of software and hardware. (Attach additional page, if necessary.) Law enforcement officer training, analyze large amount of information, decision-making skills, ability to determine relevant facts, detail-oriented, legal research and law application; proficient using Word, Excel. PowerPoint, Zendesk, SmartSheet, Microsoft Teams, Zoom programs; fax, PC, copier Approximately how many words per minute do you type? 40 Are you a certified interpreter? Yes

No Sign Language (If required for this position) Yes
No Do you speak a language other than English? (If required for this position) Yes

No How fluently? Fair ☐ Good ☐ Excellent ☐ If yes, what language(s) do you speak? Do you write in a language other than English? (If required for this position) Yes 🔲 No 🔳 If yes, which language(s) Have you ever been employed by the State of Texas? Yes ■ No □ Are you currently employed by the State of Texas? Yes I No If you have been previously employed by the State of Texas, list the agency/agencies: Texas Board of Pardons and Paroles, Institutional Parole Officer FORMER FOSTER YOUTH (Verification may be required.) Were you a foster youth under the Texas Department of Family and Protective Services on the day before your 18th birthday? Yes 🔲 No 🔳 If yes, are you currently 25 years of age or younger? Yes ☐ No ☐ MILITARY SERVICE (A copy of a report of separation from the Armed Services may be required.) Dates of Service (From/To): Are you a surviving spouse of a veteran who has not remarried? Yes
No Are you a surviving orphan of a veteran killed while on active duty? Yes

No If yes, complete dates of service for veteran (From/To): Are you the spouse of a member of the US armed forces or Texas National Guard serving on active duty? Yes 🔳 No 🔲 Are you the spouse and primary source of income for a veteran who has a total disability with a rating of at least 70 percent or on individual unemployability? Yes ☐ No 🔳 PLEASE READ THE FOLLOWING STATEMENTS CAREFULLY AND INDICATE YOUR UNDERSTANDING AND ACCEPTANCE BY SIGNING IN THE SPACE PROVIDED I certify that all the information provided by me in connection with my application, whether on this document or not, is true and complete, and I understand that any misstatement, falsification, or omission of information may be grounds for refusal to hire or, if hired, termination. I understand that as a condition of employment, I will be required to provide legal proof of authorization to work in the U.S. I understand that the State of Texas requires all males who are 18 through 25 and required to register with the Selective Service, to present either proof of registration or exemption from registration upon hire. I understand that some state agencies will check with the Texas Department of Public Safety, the Federal Bureau of Investigation or other organizations, for any criminal history in accordance with applicable statutes. I authorize any of the persons or organizations referenced in this application to give you any and all information concerning my previous employment, education, or any other information they might have, personal or otherwise, with regard to any of the subjects covered by this application, and I release all such parties from all liability from any damages which may result from furnishing such information to you. THIS APPLICATION MUST BE

SIGN HERE:

06/28/2025

SIGNED

EMPLOYMENT HISTORY

This information will be the official record of your employment history and must accurately reflect all significant duties performed. Summaries of experience should clearly describe your qualifications.

- 1. <u>Include ALL employment. Begin with your current or last position and work back to your first.</u> Employment history should include each position held, even those with the same employer.
- 2. EMPLOYER ADDRESSES MUST BE COMPLETE MAILING ADDRESSES, INCLUDING ZIP CODE.
- Answer all questions and completely summarize your experience including technical and managerial responsibilities and any special training, skills and qualifications for each position you have held.

If you need additional space to adequately describe your employment history, you may use this employment history sheet or attach a typed employment history providing the same information in the same format as this application form.

Name Maraine Non	den Lauren en	e			
Last		First	M	ddle	
Employer: Mailing Address: City & State/ZIP: Employer's Telephone No.:	Senior Support De MilitaryChildcare.c 1515 N. Courthous Arlington, VA 2220 703-341-4100 ing Date Current/ Day Yr. Final Salary	com se, 3rd Floor)1 Technical Non-Managerial		Immediate Supervisor Name: Grace White Title: Support Desk Supervisor Supervisor's Telephone No.: If supervisory, number of employees you supervised:	Full-Time
Summary of experience inc		/qualifications you have	used in	the performance of this job:	
troubleshoot and re	esolve technical in al service to our na	quiries; manage tion's service me	comp embe	nbers, and military personroeting projects under strict rs and families; and engag t personnel.	deadlines;
Specific reason for leavin	^{g:} Spouse military	retirement and re	eloca	tion to Texas; work within	field of study
Position Title: Employer: Mailing Address: City & State/ZIP Employer's Telephone No.:	Adjudicator Georgia Departmo 223 Courtland St Atlanta, GA 3030	ent of Unemploy NE		Immediate Supervisor Name:	Full-Time
Summary of experience in Conduct administra evidence and testion while safeguarding decision/recomme cases involving su	cluding special training/skilling ative hearings to describe to describe the describe to describe the describe training special training/skilling training to describe training special training	s/qualifications you have etermine unemp e-hearing researd parties; develop relevant case fac alleged fraud.	loymo ch and a hea cts an	the performance of this job: ent eligibility; determine cro d discovery; ensure integri aring record and render a v d cited state law; investiga	ty of hearing written
Specific reason for leavil	^{ng:} Personal growth	and profession	al dev	elopment	

Position Title: Employer: Mailing Address: City & State/ZIP: Employer's Telephone No.: Probation and Parole GA Dept of Communit 1729 Norwich St, 2nd Brunswick, GA, 31520	y Supervision Floor	Immediate Supervisor Name: Andrew Malone Title: Chief Supervisor's Telephone No.:	Full-Time
Mo. Day Yr. Mo. Day Yr. Final Salary No.	chnical	If supervisory, number of employees you supervised:	of hours worked per week if part-time:
Supervised probationers and parolees; consupervision plan; conducted interviews of conditions; worked collectively and collaborative attorneys, law enforcement agenci investigations to gather evidence and fact prepared and executed arrest warrants; a offenders, families, and victims.	probationers and oratively with cour ies, state judges, a is; conducted lawf	parolees to determine conseiors, law enforcement and the parole board; conful searches, seizures, and	mpliance with personnel, ducted criminal d arrests; and
Specific reason for leaving: Explore new career of	opportunity		
Position Title: Institutional Parole Off Texas Dept of Crimina 1022 Memorial Parkw Huntsville, TX, 77340 Employer's Telephone No.: 936-291-7583 Starting Date Leaving Date Current/ Temployer's Telephone No. Day Yr. Mo. Day Yr. Final Salary	ficer al Justice	Immediate Supervisor Name: David Chapa Title: IPO III Supervisor's Telephone No.: If supervisory, number of employees you	Full-Time
Summary of experience including special training/skills/qualifi-	cations you have used in the		
Conducted research and report writing to parole recommendations for parolees; commanagement to abide by state guidelines families, and victims; investigated parole completed supervision reports detailing parallel supervision.	nducted interviews; engaged in effectivities in the control of the	s of parolees; maintained tive communication with s	efficient case staff, offenders,
Specific reason for leaving: Military spouse perm			

TEXAS DEPARTMENT OF CRIMINAL JUSTICE EMPLOYMENT APPLICATION SUPPLEMENT

Please check those that apply
☐ New Applicant
Former Employee
☐ Veteran's Reinstatement
ERS Retiree

INSTRUCTIONS: All questions must be answered in full. Print in BLACK INK or TYPE. If you are applying for a Correctional Officer or Parole Officer position, you are required to complete and submit a PERS 282B or PERS 282C, Statement of To download this form, select Employment then Download Applications from the TDCJ website (www.tdcj.texas.gov). Scroll down and select the appropriate link to download.

70u; a	E TO APPLICANTS: With few exceptions, you are entitled upon request: (1) to be informed about the information the TDCJ collects about and (2) under Texas Government Code §§ 552.021 and 552.023, to receive and review the collected information. Under Texas Government § 559.004, you are also entitled to request, in accordance with TDCJ procedures, that incorrect information the TDCJ has collected about you
	NAME Naraine Norris, Lauren, Janelle 2. SOCIAL SECURITY NO.
	Last First Middle (As it appears on your Social Security Card)
3.	DATE OF BIRTH: 4. PLACE OF BIRTH (STATE (NOTE: The date and place of birds are required to establish unar the applicant is at least 18 years old and to help establish identity in conducting a criminal background investigation.)
5.	DRIVER'S LICENSE NO
5.	Have you previously been employed by the TDCJ or worked in a TDCJ facility on a contract basis? Yes X No I If yes, give unit(s)/department(s) and dates: TDCJ IPO, Huntsville, 2018-2020
7.	Are you related to any employee of the TDCJ or member of the Toron Board of Criminal Justice? If yes, list name, relationship and unit/department of assignment
3.	May we contact your present employer for a reference? Yes X No Not presently employed
∂a.	Have you ever been fired from a job? Yes No X Have you ever been asked to resign from a job? Yes No X If yes to either of the questions above, provide the <u>name of the employer</u> , <u>dates of employment</u> , and the <u>reason</u> :
9b.	Have you engaged in sexual abuse in a prison, jail, lockup, community confinement facility, juvenile facility, or other institution? Yes \(\subseteq \text{ No } \subseteq \)
€c.	Have you been convicted of engaging or attempting to engage in sexual activity in the community facilitated by force, overt or implied threats of force, or coercion, or if the victim did not consent or was unable to consent or refuse? Yes \(\subseteq \) No \(\subseteq \)
₽d.	Have you been civilly or administratively adjudicated to have engaged in sexual activity in the community facilitated by force, overt or implied threats of force, or coercion, or if the victim did not consent or was unable to consent or refuse? Yes \(\subseteq \) No \(\subseteq \)
e.	Have you been involved in any substantiated incidents of sexual harassment? Yes No X If yes, please explain:
10.	Are you willing to work any day of the week required for the position for which you are applying? Yes 🗓 No 🗌
11.	If you are a male, age 18 through 25, have you registered with the Selective Service? Yes \(\subseteq \) No \(\textbf{X} \)
	If no, are you exempt from registration? Yes \(\square\) No \(\square\) I am not a male, age 18-25 \(\square\)
12a.	Are you or any immediate member of your family (to include, but not limited to your parent, brother, sister, spouse, or child) related to a current or former TDCI offender (incarcerated or on parole)? name of the offender(s)
126.	Are you now or have you ever been involved in a spousal relationship with a current or former TDCJ offender (incarcerated or on parole)? This includes marriage, common-law marriage, lived together or had a child together? If yes, provide the name of the offender(s)
12c.	Do you have a current business partnership or gang association with a current or former TDCI offender (incarcerated or on if yes, provide the name of the offender(s):
12d.	Are you on a current TDCJ offender's visitation list? If yes, provide the name of the offender(s):
12e.	Have you corresponded in the past year with a current TDCJ offender? If yes, provide the name of the offender(s):

Notes

- If you answered yes to Question 12a, 12b, 12c, 12d, or 12e, above, you are required to complete and submit a PERS 282A, Additional Offender Information form. This form is available from the TDCJ website.
- If you have a personal relationship with an offender, who is not a relative, be sure to read the "Offender Relationships" paragraph on Page 4 of this Supplement.

IM	PO	RT	`Ai	VΤ

Read the definition of conviction in Question 15. When answering questions 13 through 15, do not include: (1) any violation of law committed before your 17th birthday if the final decision was made in juvenile court or under a youth offender law; (2) any conviction whose record was expunged under federal or state law; (3) minor traffic violations. DWI, DUI, Open Container and Driving While License Suspended are not minor traffic violations and must be listed.

13.	Do you have any criminal charges currently pending? (examples: paying fines or restitution, waiting for court date, etc.) Yes \(\sum \) No \(\otimes \) If yes, please explain:								
14.	Are you on parole or probation, deferred adjudication or under a pre-trial diversion agreement? Yes No X If yes, please explain:								
15.	Have you ever been convicted of a crime (misdemeanor or felony)? Yes No X If yes, list each one below. Include those that may not appear on your record at this time. Attach an additional page if necessary.								
			s of employment with the TDCJ, n (includes deferred adjudicatio			nfinement, paid fine, time			
Con Date	viction e	Felony or Misdemeanor	Offense	Offense Class	City & State	Punishment			
				MACONTON					
	If accepted for employment in a Correctional Officer, Peace Officer, or other security position, do you agree to use firearms and other Law Enforcement Weapons as may be necessary to perform your duties? Yes \(\mathbb{X} \) No \(\mathbb{N} \) Not Applicable \(\mathbb{N} \). Are there any legal restrictions against you carrying a firearm? Yes \(\mathbb{N} \) No \(\mathbb{X} \) If yes, please explain: If you are applying for employment under a federal employment authorization document (EAD), please provide the category								
	code nur	mber that appears	on your EAD (examples: A05, A	12, C08, C09	9, C33, etc.): N	ot Applicable X			
17.	Are you	now or have you	ever been a member of a street ga	ng? Yes 🗌	No X				
	Are you now or have you ever been a member or affiliated with an organization that promotes racial, ethnic or gender superiority or separation, independence from governmental laws and regulations or overthrow of the United States Government? Yes \(\sime\) No \(\overline{\text{X}}\)								
	If you ar	nswered yes to eith	her of these questions, provide the	following i	nformation:				
a. Name of the organization and dates of membership:									
	b. Posit	ion or positions ye	ou held in the organization:			www.man.com.com.com.com.com.com.com.com.com.com			
	c. Arres	sts and/or convicti	ons resulting from your activities	as a membe	r:				
18.									

CONDITIONS OF EMPLOYMENT

Minimum Standards for all Applicants

- Must be a U.S. citizen or an immigrant with lawful status, who is authorized to work in the U.S.
- 2. Must be at least 18 years of age
- 3. Must possess a High School Diploma from an accredited senior high school or equivalent or a state-issued General Education Development (GED) certificate
- 4. Must not be on probation for any criminal offense
- Must not have pending charges for any criminal offense or have an outstanding warrant
- Convicted felons (or those convicted of an equivalent offense under the Uniform Code of Military Justice) do not become eligible for consideration until 10 years have elapsed since termination of sentence.
- 7. Must not be on active duty in the military (persons on terminal leave from active duty may apply)
- 8. Males, age 18 through 25, must be registered with the Selective Service if required to do so by Federal Law.
- Must be able to perform the essential functions of the position applied for, with or without reasonable accommodation
- 10. Must pass the TDCJ drug test
- 11. All applicants, who may have contact with offenders, are ineligible for employment if they have committed any activity described in questions 9b, 9c, or 9d.

Additional Minimum Standards for Correctional Officer and other Security Applicants

- Never have been convicted of a felony
- Not have been convicted of a Class A misdemeanor, or the equivalent, within the last 10 years
- Not have been convicted of a Class B misdemeanor, or the equivalent, within the last 3 years
- Never have been convicted of an offense that involved domestic violence
- Not have been discharged from the Armed Forces under dishonorable conditions
- Must pass the TDCJ pre-employment test and physical agility test

The Gun Control Act, 18 U.S.C. § 922(g), makes it unlawful for certain categories of persons to possess firearms or ammunition, to include a person:

- Who has been convicted in any court of a crime punishable by imprisonment for a term exceeding one year;
- 2. Who is a fugitive from justice;
- Who is an unlawful user of or addicted to any controlled substance (as defined in 21 U.S.C. § 802);
- 4. Who has been adjudicated as a mental defective or has been committed to a mental institution;
- 5. Who is an illegal alien;
- Who has been discharged from the Armed Forces under dishonorable conditions;
- Who has renounced his or her United States citizenship;
- Who is subject to a court order restraining the person from harassing, stalking, or threatening an intimate partner or child of the intimate partner; or
- Who has been convicted in any court of a misdemeanor crime of domestic violence.

Requirement to Report to Work in Emergency Situations

In an emergency situation that presents an immediate or potential threat to public safety as determined by a Warden or Department Head, it is mandatory that the following essential staff report to work: a) correctional officers and supervisors; b) parole officers and parole supervisory staff; and c) staff necessary to support emergency operations. Employees may be required to work overtime, have work schedules changed, have days off cancelled, and be temporarily reassigned to a different work location. If an employee is absent based on a claim of illness or injury on a day or days the employee was required to report to duty during an emergency response situation, the employee may be required to furnish a health care provider's statement within two workdays after the employee returns to work.

Mandatory evacuation orders given by local or state officials (e.g., for anticipated landfall of a hurricane) do not relieve employees from the requirement to report to work as required by their assigned daily schedule card or as directed by a supervisor in emergency situations. Failure to report to duty or remain on duty may result in disciplinary action up to and including dismissal from employment.

Important Note

For purposes of employment with the TDCJ, convictions include sentenced to confinement, paid fine, time served, placed on probation (includes deferred adjudication) and court-ordered restitution.

Additional Standards for Non-Security Applicants are stated in job posting and position descriptions. In addition, Parole Officers are required to have access to and be willing to use their own transportation for work and that they carry liability insurance. Parole Officers must not have been convicted of any offense involving domestic violence, and must not have been discharged from the Armed Forces under dishonorable conditions. Minimum standards for entry level Substance Abuse Counselor applicants will be explained by the contact person listed on the job posting.

Assignments

Initial assignment locations within the TDCJ are determined by applicant preference, consistent with the needs of the agency. The TDCJ reserves the right to reassign employees to different locations if necessary to meet its needs. Employees may submit a request for reassignment to another location in accordance with published procedures. However, there are many requests on file for certain areas and the waiting time for reassignment to these areas may be excessive.

Employee Drug and Alcohol Testing

All employees are subject to reasonable suspicion drug and alcohol testing.

Overtime

Employees who are authorized overtime and required to work overtime will be given Fair Labor Standards Act (FLSA) compensatory time. This compensatory time will be banked, used, or cashed out consistent with TDCJ policy.

Continued on next page

CONDITIONS OF EMPLOYMENT (Continued)

Falsification of Application

It is important that the employment application be filled out completely and accurately. Any determination that the application has been falsified is grounds for refusing employment or terminating employment if already employed.

Organizational Affiliations

Affiliation with organizations that threaten the safety and security of a TDCJ facility may result in disqualification or termination of employment.

Employment Rights

Employees of the TDCJ are "at will" employees. This means that employment is for no definite period and may, regardless of the date or payment of wages and salary, be terminated at any time without prior notice.

Offender Relationships

TDCJ employees are prohibited from continuing or establishing a relationship with an offender or an offender's family member if the relationship jeopardizes or has the potential to jeopardize the security of the TDCJ or compromises the effectiveness of the employee. Prohibited relationships include those involving cohabitation, sexual misconduct or actions that jeopardize or have the potential to jeopardize the security of the TDCJ. This means that employees may not have personal contact or

relationships with offenders currently incarcerated or on parole outside of their official duties if this contact or relationship would jeopardize or has the potential to jeopardize the security of the TDCJ. Prohibited contact includes living together, writing letters or notes, telephone contact, visitation, and depositing funds into an offender's trust fund. If an employee had a child together with an offender, employee contact with the offender or offender's family may be limited to that which is necessary to foster a relationship with the child. As a condition of employment with the TDCJ, employees with prohibited relationships must sever those relationships. Sever means to cease any and all cohabitation, intimate encounters, verbal or written communications, visitation, and other prohibited contact. Continuation of a prohibited relationship after employment with the TDCJ may result in dismissal from employment if a determination is made by the TDCJ that the relationship jeopardizes or has the potential to jeopardize the security of the TDCJ.

Additional Information

Information concerning any event that may affect eligibility for employment with the TDCJ that occurs after the application has been submitted, to include criminal charges, must be provided in writing immediately to the Section Director, Employment, TDCJ Human Resources Headquarters, 2 Financial Plaza, Suite #600, Huntsville, TX 77340. Failure to do so may be considered falsification of the application for employment and may result in disqualification or termination of employment.

CERTIFICATION: I certify that my answers are true, complete, and correct to the best of my knowledge and that I have not evaded or omitted any part thereof to reflect an untruth. I understand that falsification constitutes grounds for refusing or terminating employment. I have also read and understood and I agree to the Conditions of Employment and document requirements in this Supplement.

DUTY TO DISCLOSE: I hereby acknowledge that I have a duty to disclose any sexual misconduct during the term of my employment.

	/1		
	\		
	1/1~		
Signature:		Date: 06/29/2025	

I further acknowledge that I have a duty to disclose any misconduct on my part while working for previous employers.

REQUIRED DOCUMENTS

Applications will not be processed without the required documents. Documents in the application must be photocopies and will become a permanent part of the application. DO NOT INCLUDE ORIGINALS.

- 1. A copy of your current DRIVER'S LICENSE with a 5. If you are a male, age 18 through 25, you must provide a copy photograph and/or date of birth, sex, height, eye color and address. Receipts are not acceptable without the license with photograph. You will also need to present the original license during screening for Correctional Officer applicants or during employment in-processing for non-correctional applicants. (SEE NOTE 1 AND 2, BELOW.)
- 2. A copy of your SOCIAL SECURITY CARD. This must be a copy of the original card issued by the Social Security Office. The following are not acceptable: metal or other reproductions; altered cards; laminated cards that were not signed before lamination; laminated cards that have the statement, "This card is invalid if laminated" on the back and cards that contain the statement, "Valid for work only with DHS Authorization." will also need to present the original card at the same time you present your driver's license.
- 3. For positions that do not require a college degree: A copy of a DIPLOMA or TRANSCRIPT that documents the highest level of education completed or a copy of a state or military-issued GED Certificate. For positions that do require a college degree: A copy of your COLLEGE DIPLOMA or TRANSCRIPT. Windham School System requires official transcripts verifying highest degree conferred. SEE NOTE 3, BELOW.
- 4. A copy of the DD Form 214 you were issued for the final period of active duty, if you served in the U.S. military. This must be a complete Member 4 Copy or other copy, which includes the type of discharge. If you are on terminal leave from active duty, attach a letter from your commander indicating the date of discharge and type of discharge. The DD Form 214 must be submitted after the discharge date. If you no longer have your copy of your DD Form 214, you may request a copy on-line at: http://www.archives.gov/research_room/vetrecs

- of your SELECTIVE SERVICE REGISTRATION CARD or proof of exemption from Selective Service registration. If your card is not available, you may obtain proof of registration from the Internet and submit a printed copy of this proof. You may obtain proof of registration or register at the following address: http://www.sss.gov/regist.htm
- 6. A DISPOSITION for each item reported in questions 13, 14 and 15. A disposition is a statement of the charge, date, and the results of the case. If the charge was dismissed, the disposition must state the reason for dismissal. Dispositions can normally be obtained from the clerk of the court having jurisdiction over the case.

NOTES:

- 1. Your original unexpired Driver's License and Social Security Card may be used to verify your identity and eligibility for employment in the U.S. Both will be immediately returned to you. Verification of eligibility for employment in the U.S. is required by the Immigration Reform and Control Act of 1986.
- 2. If you do not have a driver's license, any of the following documents are acceptable: unexpired State-issued ID Card; U.S. Military ID Card; School ID Card with photograph; unexpired ID Card issued by a federal, state, or local government agency; Voter Registration Card; U.S. Passport; Unexpired Foreign Passport with Employment Authorization; or, Alien Registration Card with photograph.
- 3. Foreign/International diplomas or education credentials must be evaluated by a TDCJ-approved evaluation service or a member organization of the National Association of Credential Evaluation Services (NACES).

APPLICANT EEO DATA FORM

For State Agency Use Only:
Applicant Number:

The information requested is optional and is being collected for the purpose of reporting to Federal and Equal Employment Opportunity Agencies and will not be considered as part of the application for employment. It will be separated from the application.

1. Job Posting Number	2. Last Name (Type or Print) First	Middle
OF STORE TO THE STORE THE STORE TO THE STORE TO THE STORE TO THE STORE TO THE STORE TO THE STORE TO THE STORE TO THE STORE TO THE STORE TO THE STORE TO THE STORE TO THE STORE TO THE STORE TO THE STORE TO THE STORE THE STORE TO THE STORE TO THE STORE TO THE STORE TO THE STORE TO THE STORE TO THE STORE TO THE STORE TO THE STORE TO THE STORE TO THE STORE TO THE STORE TO THE STORE TO THE STORE TO THE STORE TH	Nikaratine, Llauren, Jarrelle	
3 Address	City State 7IP Code	4 Daytime Phone 5. Work Phone
6. Sex 7. Birth Date M-Male F- Female	8. Ethnic Origin W-White B-Black H-Hispanic A-A P-Native Hawaiian or Other Pacific Islander	
9. Veteran	10. Surviving Spouse of Veteran who has not remarried	11. Orphan of Veteran
☐ Yes ■ No	Yes	☐ Yes ■ No
12. Spouse of a member of the US armed forces or Texas National Guard serving on	13. Spouse and primary source of income for a veteran who has a total disability with a rating of at least 70 percent or on individual unemployability	14. Former Texas Foster Youth 25 yrs of age or younger
active duty ☐ Yes ■ No	☐ Yes 📕 No	☐ Yes ■ No
O1 - Other State Employ O2 - Job Fair O3 - Professional Public O4 - Recruitment Poster O5 - Television	Name of Newspaper 07 - College/University Career Day atton 08 - Human Resource/Personnel Office	11 - WorkInTexas.com 12 - Other (specify): 06/28/2025
White – a person having origins	in any of the original peoples of Europe, the Middle B	East, or North Africa.
	in any of the black racial groups of Africa.	
Hispanic – a person of Cuban, I	Mexican, Puerto Rican, South or Central American, o	r other Spanish culture or origin, regardless of
Asian – a person having origins for example, Cambodia, China, I	in any of the original peoples of the Far East, Southe ndia, Japan, Korea, Malaysia, Pakistan, the Philippin	east Asia, or the Indian subcontinent including, le Islands, Thailand, and Vietnam.
	ative – a person having origins in any of the original tains tribal affiliation or community attachment.	peoples of North and South America (including
Native Hawaiian or Other Pacific Islands.	fic Islander – a person having origins in any of the o	riginal peoples of Hawaii, Guam, Samoa, or
Two or More Races – a person	who primarily identifies with two or more of the above	e race/ethnicity categories.
	AN EQUAL OPPORTUNITY EMPLOYE	ER .

22 June 2025

Brittni Ortega

Texas Board of Criminal Justice

Dear Ms. Ortega,

I am writing to express my strong interest in the position of Executive Director with the Texas Department of Criminal Justice (TDCJ), as announced (Job #: **16879551**). With over 15 years of combined experience in public administration, military leadership, and international legal affairs, I bring a servant leadership philosophy and a commitment to operational excellence that align strongly with the agency's mission and the statutory requirements of Section 493.006 of the Texas Government Code.

As a Senior Non-Commissioned Officer in the U.S. Army Reserves, I have led large teams and executed high-stakes operations in compliance with federal policies. In my role as an International Affairs Specialist with the U.S. Department of Justice, I supported international coordination in complex legal cases involving extradition and mutual legal assistance. These experiences have honed my skills in legal compliance, interagency coordination, strategic planning, and emergency response – core competencies essential for this executive role.

I am well-versed in reviewing and applying federal and state-level policies, overseeing large-scale operations, and navigating the legislative and appropriations processes. I also hold advanced degrees in Public Policy and International Relations, and maintain an active Top Secret/SCI clearance. My background uniquely positions me to effectively direct and modernize TDCJ operations while upholding the highest standards of public service and institutional integrity.

I would be honored to bring my leadership and dedication to this critical position. I have attached my resume to include a list of professional references, the required State of Texas Application for Employment, and the applicable supplemental form and other documents for your review.

Thank you for considering my application. I welcome the opportunity to speak with you further and am available at your convenience.

Respectfully,

The sound

Baron A. Osong



Top Secret/SCI Clearance | U.S. Army Senior Leader | International Affairs Specialist

EXECUTIVE PROFILE

Seasoned public administrator, Army Non-Commissioned Officer, and federal international affairs specialist with over 15 years of leadership experience across military, government, and education sectors. Proven track record managing complex legal, operational, and cross-border security functions; directing diverse teams; and ensuring compliance with state, federal, and international laws. Demonstrated success in strategic planning, emergency operations, policy development, and continuous organizational improvement. A servant leader skilled in public administration, management, and interagency coordination, with a deep understanding of the legislative process and government operations.

CORE COMPETENCIES

- Executive Leadership & Governance
- Correctional Systems Oversight
- Legal & International Affairs
- State & Federal Compliance
- Strategic Planning
- Public Policy & Legislative Affairs
- Organizational Development
- Emergency Operations Management
- Servant Leadership & Team Development

PROFESSIONAL EXPERIENCE

U.S. Department of Justice – Office of International Affairs (OIA)

International Affairs Specialist

Washington, DC | 2020–Present

- Facilitate legal cooperation between U.S. and foreign governments in extradition and mutual legal assistance matters.
- Support compliance with international legal frameworks and treaty obligations.
- Coordinate with legal, law enforcement, and diplomatic entities on time-sensitive casework.
- Improve operational workflows and support case management process improvements.

United States Army – Reserve Component

Senior Non-Commissioned Officer (NCO), Observer Coach Trainer (OCT)

Various Locations | 2008–Present

- Lead training and oversight of unit operations across commands, emphasizing risk mitigation and compliance.
- Conduct after-action reviews and readiness events to align operations with federal directives.
- Mentor personnel and manage resource allocation comparable to large agency functions.

Northern Virginia Community College (NOVA)

Academic Advisor and Adjunct Faculty

Virginia | 2015–2020

- Directed student advising, academic planning, and institutional coordination.
- Implemented policy and process improvements in advising and compliance.

EDUCATION

Master of Arts, International Relations & Global Security American Military University – Charles Town, WV

Master of Public Policy (MPP)

American Military University – Charles Town, WV

Bachelor of Arts, International Relations American Military University – Charles Town, WV

CERTIFICATIONS & CLEARANCES

- Certified ScrumMaster (CSM)
- CompTIA IT Fundamentals
- Active Top Secret / SCI Clearance

SELECTED ACCOMPLISHMENTS

- Played an integral role in supporting interagency coordination efforts at DOJ-OIA, enabling international justice cooperation and supporting U.S. criminal investigations.
- Spearheaded Army-wide readiness initiatives as an OCT, improving compliance and performance.
- Managed critical logistics and operational efforts during emergency response and mobilization.
- Mentored junior leaders and facilitated effective transitions of leadership duties.

PROFESSIONAL REFERENCES

1. Lieutenant Colonel (LTC) Alyssa Morrison



3. First Sergeant Joy Smith



NAME

Osong

THE STATE OF TEXAS APPLICATION FOR EMPLOYMENT

For State Agency Use	Only
Date received	_
Time received	_
Received by	

PRINT IN BLACK INK OR TYPE. These instructions must be followed exactly. Fill out application form completely. If questions are not applicable, enter "NA." **Do not leave questions blank**. Be sure to sign when completed. The State of Texas is an Equal Opportunity Employer and does not discriminate on the basis of race, color, national origin, sex, religion, age or disability in employment or the provision of services. You may make copies of this application and enter different position titles, but <u>each copy must be signed</u>.

Resumes will not be accepted in lieu of applications, unless specifically stated in the job vacancy notice. This application becomes public record and is subject to disclosure.

With few exceptions, you have the right to request and be informed about information that the State of Texas collects about you. You are entitled to receive and review the information upon request. You also have the right to ask the state agency to correct any information that is determined to be incorrect. (Reference: Government Code, Sections 552.021, 552.023 and 559.004.)

Ama-Biseh

Baron

MAILING ADD	(Leet) IE	ive#\			/8.4	તનાન)			(Daytime Pric	inej
MAILING ADD		(City)			(SI	ate) (Zip)	(Country)		(Work Phon	e. Optional)
E-MAIL ADDRES										
List any other na	ames used if different from name	on this	s appli	ication	. A	mabiseh				
List exact title	of position or type of work and	d loca	tion f	or wh	ich yo	u wish to	Job Posting	Number	Closing Date	
apply: Executive Direc	ctor - AUSTIN, TX - 787						16879551		7/12/2025	
apply:	gency with which you wish to artment of Criminal Ju		rel	you		any relatives w	orking for this	agency? If s	so, list names a	nd
Full-Time 🔳 Par	rt-Time Summer Temp/Pro	ject [] D	ate av	ailable	for work? 09/3	30/2025 Are	you at least	17 years of age?	
Are you willing to	o work hours other than 8-5? Yes	■ No			1	What days are y	ou unable to wo	rk? None		
Are you willing to	o travel? Yes 🔳 No 🗌		If y	es, wh	nat per	cent of time?	75			
Current Driver's	License # (if required for position)					-	Commercia	I Driver's License	e Yes 🗌 No 🔳
Geographic pref	erence. (Be specific to city/area.		prefer		write "s	statewide.") A	ustin, Centra	l Texas		
explain in concis	been convicted of a felony or s se detail on a separate page, givi not disqualify you, but a false stat	ng dat	es and	d natur	re of th	e offense, name	and location of	the court, and	d disposition of th	e case(s). A
	NOTE: Applicants may be required under the required that the requ					loma, degree, tr	Art - New Art - Standard	and the street	ons, and registrat	
Туре		_		Attende		Date	Expected	Sem/Clock	Туре	Major/Minor
of School	Name and Location of School	Mo.	om Yr.	Mo.	Yr.	Graduated	Graduation Date	Hours Completed	of Diploma or Degree	Fields of Study
Undergraduate	Northern VA Comm.	01	12	05	13	05/13/2013		76 Sem	Associat	Gen
Colleges or Universities	American Military	06	13	04	15	05/15/2015		121	BA	Internation
Graduate	American Military	07	15	11	20	12/01/20		36	MPP	Policy
Schools	American Military	04	22	10	24	12/01/24		27	MA	Internation
Technical or				11.4						

Vocational Schools

AN EQUAL OPPORTUNITY EMPLOYER

LICENSE/CERTIFICATION	Date	Date	ated to the position for which you are applying, com Issued by/Location of issuing authority	-p s s s s s s s
(P.E., R.N., Attorney, C.P.A., etc.)	issued	expires	(State or other authority) (City & State)	License No.
alculators, printing or graphics eq Executive Leadership State & Federal Comp	uipment, co & Gover liance, S	mputer equipme rnance, Co Strategic P	aining or skills you possess and machines or office ent, types of software and hardware. (Attach addition prectional Systems Oversight, Leg lanning & Budget Execution, Publi rvant Leadership & Team Develop	onal page, if necessary.) al & International Affa c Policy & Legislative
Approximately how many words pe	er minute do	you type?	60	
Sign Language (If required for this			Are you a	certified interpreter? Yes ☐ No ☐
Oo you speak a language other that				
f yes, what language(s) do you sp		nch and Pidgin		ntly? Fair ☐ Good Excellent ☐
Do you write in a language other the fyes, which language(s) French a		? (If required for	this position) Yes No	
Have you ever been employed by	the State of	Texas? Yes □	No ■ Are you currently employed by	the State of Texas? Yes \square No [
f you have been previously emplo	yed by the S	State of Texas, I	ist the agency/agencies:	
N/A				
ORMER FOSTER YOUTH (Verifi	cation may	be required.)		
Were you a foster youth und If yes, are you currently 25 y			Family and Protective Services on the day before \square No \square	your 18 th birthday? Yes ☐ No 🔳
MILITARY SERVICE (A copy of a	report of sep	paration from th	e Armed Services may be required.)	
Are you a veteran? Yes 🔳	No ☐ If y	es, list type of o	lischarge Honorable	
Dates of Service (From/To):	2008 to	September 20	24	
Are you a surviving spouse Are you a surviving orphan				
If yes, complete dates of se (From/To):	vice for vet	eran		
	nary source		es or Texas National Guard serving on active duty? veteran who has a total disability with a rating of a	
			IG STATEMENTS CAREFULLY AND INDICA	
			nection with my application, whether on this doc	
			Isification, or omission of information may be gro	
2. I understand that as a cond			be required to provide legal proof of authorization	
present either proof of regis	tration or e	xemption from		
			the Texas Department of Public Safety, the Fed ance with applicable statutes.	leral Bureau of Investigation or
 I authorize any of the perso previous employment, educe 	ns or organ ation, or an	izations refere	nced in this application to give you any and all ir ation they might have, personal or otherwise, wit ties from all liability from any damages which ma	th regard to any of the subjects
THIS APPLICATION MUST B		V	1/ 00/	
SIGNED	SIGN	N HERE: 🔨	Man I W	06/22/2025

Page 2 of 4

(0923)

EMPLOYMENT HISTORY

This information will be the official record of your employment history and must accurately reflect all significant duties performed. Summaries of experience should clearly describe your qualifications.

- Include ALL employment. Begin with your current or last position and work back to your first. Employment history should include each position held, even those with the same employer.
- EMPLOYER ADDRESSES MUST BE COMPLETE MAILING ADDRESSES, INCLUDING ZIP CODE.
- 3. Answer all questions and completely summarize your experience including technical and managerial responsibilities and any special training, skills and qualifications for each position you have held.

If you need additional space to adequately describe your employment history, you may use this employment history sheet or attach a typed employment history providing the same information in the same format as this application form.

Name	Osong	Baron	Ama-	Biseh		
	Last		First	N	Middle	
Position Title Employer: Mailing Add City & State Employer's	U.S. E ress: 1301	Department New York A Ington, DC 2	venue, Suite 3	.00	Immediate Supervisor Name: Title: Louani Bascara	Full-Time Part-Time Summer Temp/Project Give average #
Starting D Mo. Day		Current/ Final Salary \$ 108,182.00	Technical Non-Managerial Supervisory/Manageria		If supervisory, number of employees you supervised:	of hours worked per week if part-time:
- Coordi	inate with legal, la	aw enforcer	nent, and diplo	matic	and treaty obligations. entities on time-sensitive o gement process improveme	asework. ents.
Position Titl Employer: Mailing Add City & State	dress: e/ZIP		missioned Office	cer	Immediate Supervisor Name: Alissa Morrison Title: Lieutenant Colonel Supervisor's Telephone No.:	Full-Time
Starting D		Current/ Yr. Final Salary	Technical Non-managerial Supervisory/Manageria		If supervisory, number of employees you supervised:	Give average # of hours worked per week if part-time:
- Lead t complia - Condu - Mento Note: A	training and overs ince. uct after-action re or personnel and i rmy Reserve - Va tivated for a 12-n	ecial training/skill sight of unit views and r manage res arious Locat	s/qualifications you had operations acreadiness even ource allocations 2008–Pr	ts to an com	in the performance of this job: commands, emphasizing rish lign operations with federa parable to large agency ful 25 (above was my superv	I directives. nctions.
Specific re	eason for leaving:					

City & State/ZIP; Employer's Telephone No.:	Norther 21200 (nic Advisor n Virginia (Campus Dr I, VA 20164 0,2517	ulty	Immediate Supervisor Name: Titus G. Lane Title: Assitant Dean of Studen Supervisor's Telephone No.:	Full-Time Part-Time Summer Temp/Project	
Starting Date L Mo. Day Yr. Mo. Summary of experience incl	_eaving Date	Yr. Final Salary	Technical Non-managerial Supervisory/Managerial		If supervisory, number of employees you supervised:	Give average # of hours worked per week if part-time;
- Implemented poli - Adjunct Faculty/Ir	cy and p	rocess imp	rovements in adv	titu	itional coordination. ng and compliance.	
Specific reason for leaving Position Title: Employer: Mailing Address: City & State/ZIP: Employer's Telephone No.:	⊩ Gotaj	ob with the	Department of J	usti	Immediate Supervisor Name: Title: Supervisor's Telephone No.:	Full-Time
0 - V - D T	eaving Date Day Y	Current/ Final Salary	Technical Non-managerial Supervisory/Managerial	If supervisory, number of employees you	Give average # of hours worked per week if part-time:	
Starting Date Mo. Day Yr. Mo. Summary of experience includes	Iding const-1-1				supervised:	week if part-time:

TEXAS DEPARTMENT OF CRIMINAL JUSTICE EMPLOYMENT APPLICATION SUPPLEMENT

Please check those that apply
☐ New Applicant
☐ Former Employee
☐ Veteran's Reinstatement
ERS Retiree

INSTRUCTIONS: All questions must be answered in full. Print in BLACK INK or TYPE. If you are applying for a Correctional Officer or Parole Officer position, you are required to complete and submit a PERS 282B or PERS 282C, Statement of Availability. To download this form, select Employment then Download Applications from the TDCJ website (www.tdcj.texas.gov). Scroll down and select the appropriate link to download.

NOTE TO APPLICANTS: With few exceptions, you are entitled upon request: (1) to be informed about the information the TDCJ collects about

Code	and (2) under Texas Government Code §§ 552.021 and 552.023, to receive and review the collected information. Under Texas Government § 559.004, you are also entitled to request, in accordance with TDCJ procedures, that incorrect information the TDCJ has collected about you rected.
1.	NAME: OSONG BARON AMA-BISEL 2. SOCIAL SECURITY NO.
3.	(As it appears on your Social Scrucity Card) DATE OF BIRT (NOTE: The date and place of birth are required to establish that the applicant is at least 18 years old and to help establish identity in conducting a criminal background investigation.)
5.	DRIVER'S LICENSE NO.:
6.	Have you previously been employed by the TDCJ or worked in a TDCJ facility on a contract basis? Yes \(\subseteq \) No \(\subseteq \) If yes, give unit(s)/department(s) and dates:
7.	Are you related to any employee of the TDCJ or member of the Texas Board of Criminal Justice? If yes, list <u>name</u> , <u>relationship</u> and <u>unit/department of assignment</u>
8.	May we contact your present employer for a reference? Yes X No Not presently employed
9a.	Have you ever been fired from a job? Yes No No No If yes to either of the questions above, provide the name of the employer, dates of employment, and the reason:
9b.	Have you engaged in sexual abuse in a prison, jail, lockup, community confinement facility, juvenile facility, or other institution? Yes \(\subseteq \text{No} \(\subseteq \)
9c.	Have you been convicted of engaging or attempting to engage in sexual activity in the community facilitated by force, overt or implied threats of force, or coercion, or if the victim did not consent or was unable to consent or refuse? Yes \sum No \subseteq
9d.	Have you been civilly or administratively adjudicated to have engaged in sexual activity in the community facilitated by force, overt or implied threats of force, or coercion, or if the victim did not consent or was unable to consent or refuse? Yes No
9e.	Have you been involved in any substantiated incidents of sexual harassment? Yes \(\substantial \) No \(\substantial \) If yes, please explain:
10.	Are you willing to work any day of the week required for the position for which you are applying? Yes X No
11.	If you are a male, age 18 through 25, have you registered with the Selective Service? Yes . No 🗵
	If no, are you exempt from registration? Yes 🗶 No 🗌 I am not a male, age 18-25 🗌
12a.	Are you or any immediate member of your family (to include, but not limited to your parent, brother, sister, spouse, or child) related to a current or former TDCJ offender (incarcerated or on parole)? name of the offender(s):
	Are you now or have you ever been involved in a spousal relationship with a current or former TDCJ offender (incarcerated or on parole)? This includes marriage, common-law marriage, lived together or had a child together? If yes, provide the name of the offender(s)
12c.	Do you have a current business partnership or gang association with a current or former TDCJ offender (incarcerated or on parole)? If yes, provide the name of the offender(s):
12 d .	Are you on a current TDCJ offender's visitation list
12e.	Have you corresponded in the past year with year with the past year with the past year with the past year wi

Notes

- If you answered yes to Question 12a, 12b, 12c, 12d, or 12e, above, you are required to complete and submit a PERS 282A, Additional Offender Information form.
 This form is available from the TDCJ website.
- If you have a personal relationship with an offender, who is not a relative, be sure to read the "Offender Relationships" paragraph on Page 4 of this Supplement.

IMPORTANT

Read the definition of conviction in Question 15. When answering questions 13 through 15, do not include: (1) any violation of law committed before your 17th birthday if the final decision was made in juvenile court or under a youth offender law; (2) any conviction whose record was expunged under federal or state law; (3) minor traffic violations. DWI, DUI, Open Container and Driving While License Suspended are not minor traffic violations and must be listed.

Are you If yes, p	on parole or proba lease explain:	tion, deferred adjudication or und	ler a pre-tri	al diversion agreement?	Yes No 🔀
If yes, li necessar	ist each one below.	ted of a crime (misdemeanor or finclude those that may not app	ear on you	r record at this time.	
Please N served, j	Note: For purposes placed on probation	s of employment with the TDCJ, on (includes deferred adjudication	convictions n), and cou	include sentenced to co rt-ordered restitution.	nfinement, paid fine, time
Conviction Date	Felony or Misdemeanor	Offense	Offense Class	City & State	Punishment
OCT 2011	Misdemeanor	heckless driving	1	Leesburg, VA	\$320 + Continuenty S
l6c. If you a	re applying for em	ployment under a federal employers your EAD (examples: A05, A	ment author	rization document (EAD), please provide the category
		ever been a member of a street ga			not Applicable [2]
Are you	now or have you	ever been a member or affiliated value of the second of th	with an orga	anization that promotes	racial, ethnic or gender of the United States
	newered was to eith	ner of these questions, provide the	following	information:	
Govern	illsweied yes to ett				
Govern If you a	Hanka (1985년 1985년 1984년 1 1984년 1984년 1 1984년 1984년 1	on and dates of membership:			
If you a	ne of the organizati				
If you a	ne of the organizati	on and dates of membership:			

PERS 282 (01/22) Page 2

CONDITIONS OF EMPLOYMENT

Minimum Standards for all Applicants

- Must be a U.S. citizen or an immigrant with lawful status, who is authorized to work in the U.S.
- 2. Must be at least 18 years of age
- Must possess a High School Diploma from an accredited senior high school or equivalent or a state-issued General Education Development (GED) certificate
- 4. Must not be on probation for any criminal offense
- Must not have pending charges for any criminal offense or have an outstanding warrant
- Convicted felons (or those convicted of an equivalent offense under the Uniform Code of Military Justice) do not become eligible for consideration until 10 years have elapsed since termination of sentence.
- 7. Must not be on active duty in the military (persons on terminal leave from active duty may apply)
- 8. Males, age 18 through 25, must be registered with the Selective Service if required to do so by Federal Law.
- Must be able to perform the essential functions of the position applied for, with or without reasonable accommodation
- 10. Must pass the TDCJ drug test
- 11. All applicants, who may have contact with offenders, are ineligible for employment if they have committed any activity described in questions 9b, 9c, or 9d.

Additional Minimum Standards for Correctional Officer and other Security Applicants

- 1. Never have been convicted of a felony
- Not have been convicted of a Class A misdemeanor, or the equivalent, within the last 10 years
- Not have been convicted of a Class B misdemeanor, or the equivalent, within the last 3 years
- Never have been convicted of an offense that involved domestic violence
- Not have been discharged from the Armed Forces under dishonorable conditions
- Must pass the TDCJ pre-employment test and physical agility test

The Gun Control Act, 18 U.S.C. § 922(g), makes it unlawful for certain categories of persons to possess firearms or ammunition, to include a person:

- Who has been convicted in any court of a crime punishable by imprisonment for a term exceeding one year;
- Who is a fugitive from justice;
- Who is an unlawful user of or addicted to any controlled substance (as defined in 21 U.S.C. § 802);
- Who has been adjudicated as a mental defective or has been committed to a mental institution;
- Who is an illegal alien;
- 6. Who has been discharged from the Armed Forces under dishonorable conditions;
- 7. Who has renounced his or her United States citizenship;
- Who is subject to a court order restraining the person from harassing, stalking, or threatening an intimate partner or child of the intimate partner; or
- Who has been convicted in any court of a misdemeanor crime of domestic violence.

Requirement to Report to Work in Emergency Situations

In an emergency situation that presents an immediate or potential threat to public safety as determined by a Warden or Department Head, it is mandatory that the following essential staff report to work: a) correctional officers and supervisors; b) parole officers and parole supervisory staff; and c) staff necessary to support emergency operations. Employees may be required to work overtime, have work schedules changed, have days off cancelled, and be temporarily reassigned to a different work location. If an employee is absent based on a claim of illness or injury on a day or days the employee was required to report to duty during an emergency response situation, the employee may be required to furnish a health care provider's statement within two workdays after the employee returns to work.

Mandatory evacuation orders given by local or state officials (e.g., for anticipated landfall of a hurricane) do not relieve employees from the requirement to report to work as required by their assigned daily schedule card or as directed by a supervisor in emergency situations. Failure to report to duty or remain on duty may result in disciplinary action up to and including dismissal from employment.

Important Note

For purposes of employment with the TDCJ, convictions include sentenced to confinement, paid fine, time served, placed on probation (includes deferred adjudication) and court-ordered restitution.

Additional Standards for Non-Security Applicants are stated in job posting and position descriptions. In addition, Parole Officers are required to have access to and be willing to use their own transportation for work and that they carry liability insurance. Parole Officers must not have been convicted of any offense involving domestic violence, and must not have been discharged from the Armed Forces under dishonorable conditions. Minimum standards for entry level Substance Abuse Counselor applicants will be explained by the contact person listed on the job posting.

Assignments

Initial assignment locations within the TDCJ are determined by applicant preference, consistent with the needs of the agency. The TDCJ reserves the right to reassign employees to different locations if necessary to meet its needs. Employees may submit a request for reassignment to another location in accordance with published procedures. However, there are many requests on file for certain areas and the waiting time for reassignment to these areas may be excessive.

Employee Drug and Alcohol Testing

All employees are subject to reasonable suspicion drug and alcohol testing.

Overtime

Employees who are authorized overtime and required to work overtime will be given Fair Labor Standards Act (FLSA) compensatory time. This compensatory time will be banked, used, or cashed out consistent with TDCJ policy.

Continued on next page

CONDITIONS OF EMPLOYMENT (Continued)

Falsification of Application

It is important that the employment application be filled out completely and accurately. Any determination that the application has been falsified is grounds for refusing employment or terminating employment if already employed.

Organizational Affiliations

Affiliation with organizations that threaten the safety and security of a TDCJ facility may result in disqualification or termination of employment.

Employment Rights

Employees of the TDCJ are "at will" employees. This means that employment is for no definite period and may, regardless of the date or payment of wages and salary, be terminated at any time without prior notice.

Offender Relationships

TDCJ employees are prohibited from continuing or establishing a relationship with an offender or an offender's family member if the relationship jeopardizes or has the potential to jeopardize the security of the TDCJ or compromises the effectiveness of the employee. Prohibited relationships include those involving cohabitation, sexual misconduct or actions that jeopardize or have the potential to jeopardize the security of the TDCJ. This means that employees may not have personal contact or

relationships with offenders currently incarcerated or on parole outside of their official duties if this contact or relationship would jeopardize or has the potential to jeopardize the security of the TDCJ. Prohibited contact includes living together, writing letters or notes, telephone contact, visitation, and depositing funds into an offender's trust fund. If an employee had a child together with an offender, employee contact with the offender or offender's family may be limited to that which is necessary to foster a relationship with the child. As a condition of employment with the TDCJ, employees with prohibited relationships must sever those relationships. Sever means to cease any and all cohabitation, intimate encounters, verbal or written communications, visitation, and other prohibited contact. Continuation of a prohibited relationship after employment with the TDCJ may result in dismissal from employment if a determination is made by the TDCJ that the relationship jeopardizes or has the potential to jeopardize the security of the TDCJ.

Additional Information

Information concerning any event that may affect eligibility for employment with the TDCJ that occurs after the application has been submitted, to include criminal charges, must be provided in writing immediately to the Section Director, Employment, TDCJ Human Resources Headquarters, 2 Financial Plaza, Suite #600, Huntsville, TX 77340. Failure to do so may be considered falsification of the application for employment and may result in disqualification or termination of employment.

CERTIFICATION: I certify that my answers are true, complete, and correct to the best of my knowledge and that I have not evaded or omitted any part thereof to reflect an untruth. I understand that falsification constitutes grounds for refusing or terminating employment. I have also read and understood and I agree to the Conditions of Employment and document requirements in this Supplement.

DUTY TO DISCLOSE: I hereby acknowledge that I have a duty to disclose any sexual misconduct during the term of my employment. I further acknowledge that I have a duty to disclose any misconduct on my part while working for previous employers.

Signature

Date:

APPLICANT EEO DATA FORM

For State Agency Use Only:	
Applicant Number:	

The information requested is optional and is being collected for the purpose of reporting to Federal and Equal Employment Opportunity Agencies and <u>will not be considered</u> as part of the application for employment. It will be separated from the application.

1. Job Posting Number	2. Last Name (Type or Print)	First	Middle		
16879551	Osong, Baron, Ama	-Biseh			
3. Address	City State	ZIP Code	4. Daytime Phone	5. Work Phone	
6. Sex 7. Birth Dat M-Male F- Female	e 8. Ethnic Origin ☐ W-White ■ B-Black ☐ H-H ☐ P-Native Hawaiian or Other I				
9. Veteran Yes No	10. Surviving Spouse of Veteran wiremarried Yes No	ho has not	11. Orphan of Vetera	an	
12. Spouse of a member of the US armed forces or Texas National Guard serving on active duty Yes No	13. Spouse and primary source of incoveteran who has a total disability with a least 70 percent or on individual unemp	rating of at	14. Former Texas Foster Youth 25 yrs of age or younger Yes No		
□ 01 - Other State Em □ 02 - Job Fair □ 03 - Professional Pu □ 04 - Recruitment Po □ 05 - Television	blication 07 - College/University C	ersonnel Office	□ 12 -	WorkInTexas.com Other (specify): 06/22/2025	
		Signature - Ap	pplicant	Date	
White - a person having orig	ins in any of the original peoples of Euro	pe, the Middle	East, or North Africa.		
Black – a person having orig	ins in any of the black racial groups of A	frica.			
Hispanic – a person of Cuba race.	n, Mexican, Puerto Rican, South or Cen	tral American,	or other Spanish cultur	e or origin, regardless of	
Asian – a person having orig for example, Cambodia, Chin	ins in any of the original peoples of the I a, India, Japan, Korea, Malaysia, Pakist	Far East, South	heast Asia, or the Indian ine Islands, Thailand, a	n subcontinent including, and Vietnam.	
	Native – a person having origins in any aintains tribal affiliation or community at		al peoples of North and	South America (including	
Native Hawaiian or Other Prother Pacific Islands.	acific Islander – a person having origin	s in any of the	original peoples of Hav	vali, Guam, Samoa, or	
Two or More Races – a pers	on who primarily identifies with two or m	nore of the abo	ove race/ethnicity category	ories.	
	AN EQUAL OPPORTU	NITY EMPLOY	YER .		

MEMORANDUM FOR RECORD

TO: The Texas Board of Criminal Justice

FROM: Baron A. Osong

DATE: June 22, 2025

SUBJECT: Inability to Obtain Documentation of 2010 Reckless Driving Offense

I am writing to formally document that I have been unable to locate or obtain official documentation regarding a reckless driving offense that occurred in **April 2010** and for which I was **convicted in 2011** in the **Loudoun County General District Court**, Virginia.

Despite making multiple good faith efforts to retrieve these records – including inquiries with the Loudoun County Clerk's Office, Virginia state court systems, and online databases – no documentation has been made available. It is possible that the record has been archived or expunged in accordance with state retention policies.

I remain fully transparent about the matter and am prepared to provide any additional context or clarification as needed.

Respectfully,

Baron A. Osong

PAUL D. RAYMOND, JR.

July 2, 2025

Texas Board of Criminal Justice Attn: Brittni Ortega PO Box 13084 Austin, Texas 78711

Ref: Executive Director, Texas Department of Criminal Justice Position

Dear Members of the Search Committee,

I am writing to express my interest in the Executive Director position with the Texas Department of Criminal Justice. With more than two decades of leadership in corrections, public safety, and emergency management—including my current role as Assistant Commissioner of the New Hampshire Department of Corrections—I offer a steady, pragmatic leadership style grounded in accountability, operational excellence, and a progressive yet realistic approach to rehabilitation.

Since stepping into this role, New Hampshire has been ranked #1 in the nation for Corrections Outcomes by U.S. News & World Report, a reflection of our commitment to public safety, humane treatment, and data-driven reform—something I've been proud to help lead. I have overseen major initiatives in leadership development, organizational culture, capital planning, crisis communications, and reentry programming, all while maintaining alignment with frontline operations and fiscal stewardship.

During my tenure, I have led or supported several critical modernization efforts, including the rollout of a department-wide body-worn camera program, the digital upgrade of our statewide radio communications system, the launch of a new agency website, and started the deployment of Fusus to enhance real-time situational awareness and facility safety. I also directed the implementation of a department-wide employee identification system to ensure LEOSA compliance for our sworn law enforcement staff, oversaw our move into a new headquarters, and played a key role in hiring four division directors. These efforts were complemented by agency-wide leadership development initiatives aimed at strengthening succession planning and organizational culture.

I have long admired the leadership of Executive Director Bryan Collier. I've had the opportunity to meet him at several Correctional Leaders Association meetings, including being paired with him during a leadership exercise at a deputy directors' conference in 2024. His professionalism, integrity, and national impact are undeniable. I've learned a great deal from his example, and I am confident that I have the experience, temperament, and vision to build on that legacy—while embracing the thoughtful change that accompanies any significant leadership transition.

Leadership changes bring both continuity and opportunity. Just as the Arizona Department of Corrections, Rehabilitation and Reentry benefitted from the appointment of a respected leader from my neighboring state of Maine in 2023, I believe TDCJ can similarly benefit from a leader who brings both operational credibility and a fresh perspective. With a proven track record in New Hampshire and national-level engagement through the Correctional Leaders Association

and FEMA's Executive Public Information Officer program, I am prepared to lead with integrity and innovation.

During the COVID-19 pandemic, Governor Sununu tasked me with leading New Hampshire's statewide Joint Information Center, organizing over 150 Governor-led news briefings, answering more than 4,500 press inquiries, and overseeing the 2-1-1 system that handled more than 2.1 million calls from the public. Prior to my appointment as Assistant Commissioner, I directed the department's human resources, labor relations, information technology, and strategic communications. This diverse portfolio has prepared me to lead a large, complex organization with clarity, focus, and deep respect for staff at all levels. Prior to that directorship, I oversaw strategic communications for the Commissioner of the New Hampshire Department of Safety.

While I am proud of my career in New Hampshire, Texas is not unfamiliar to me. I have close family in the Dallas—Fort Worth area and have spent meaningful time in the state. I understand and value the culture, expectations, and dedication that define Texas public service—and would consider it both a professional opportunity and personal honor to serve.

Thank you for considering my application. I would welcome the opportunity to further discuss how I can support the continued excellence and future success of the Texas Department of Criminal Justice.

Respectfully,

Paul D. Raymond, Jr.

PAUL D. RAYMOND, JR.

EXECUTIVE SUMMARY

I am a proud husband and father, raising our almost four-year-old daughter in Concord, NH. Professionally, a seasoned government and law enforcement professional with over two-decades of leadership experience in law enforcement, public safety and corrections, I am currently serving as the Assistant Commissioner for the New Hampshire Department of Corrections, where I provide strategic direction and oversee key initiatives for the State's largest law enforcement agency. Appointed by Governor Christopher T. Sununu and confirmed by the Executive Council, I bring a wealth of expertise in law enforcement and government operations, communications, and public policy. Previously, I served in progressive leadership roles with the New Hampshire Department of Safety, culminating in my tenure as Strategic Communications Administrator in the Office of the Commissioner. I am known for my ability to lead with integrity, foster collaboration, and drive change.

TALENT OVERVIEW

Innovative and results-driven public safety professional with over 22 years of public service, including leadership experience in managing diverse teams. Three years of private sector account management experience with global life-sciences and health software-as-a-service markets. Proven expertise in fostering collaboration, strategic communication, and creative problem-solving.

- Led New Hampshire's Joint Information Center during the COVID-19 pandemic, directing
 a team of 45 state employees across 19 agencies. Managed more than 4,500 media
 inquiries, 110 press conferences, 250+ press releases, 4,000+ social media posts, and
 responded to over 211 million calls to the COVID-19 call center.
- Adept at driving organizational change across both the private and public sectors, implementing workflow improvements, and achieving goal-oriented results.
- Known for building collaborative relationships, providing strategic leadership, and delivering solutions while maintaining the highest ethical standards and integrity.

EDUCATION

MS	Southern New Hampshire University	2023
	Public Safety Administration	
BA	Southern New Hampshire University	2020
	Management with a Specialization in Logistics and Operations	
AA	Southern New Hampshire University	2018
	General Studies with a Specialization in Business	

HONORS AND AWARDS

Marquis Who's Who Honored Listee 2024

National Society of Leadership and Success

2022

Inductee/Member

Best Buddies Board Member of the Year

2019

Best Buddies New Hampshire Advisory Board

WORK EXPERIENCE

New Hampshire Department of Corrections

Since November 2021

Concord, NH

The New Hampshire Department of Corrections oversees the state's adult correctional facilities, supervises adult probationers and parolees, and ensures the safety of residents and visitors through evidence-based rehabilitation aimed at reducing recidivism. The department employs over 900 uniformed law enforcement and civilian staff across one administrative headquarters, three adult correctional facilities, three transitional housing units, one transitional work center, one secure psychiatric unit, and eleven district offices. It has custody of more than 1,900 adults and supervises over 5,000 adults on probation or parole.

Assistant Commissioner, Office of the Commissioner, Full Time, 40+ hours per week, September 2022-Present | Pay Grade JJ Step 7

As the Assistant Commissioner for the New Hampshire Department of Corrections, I provide strategic direction and oversee key initiatives for the State's largest law enforcement agency. Appointed by Governor Christopher T. Sununu and unanimously confirmed by the Executive Council in September 2022, I am the second in command of the Department. Key Responsibilities and Accomplishments:

- Collaborate with the Commissioner and senior executive leadership to develop and implement strategic, department-wide initiatives, including enhancing rehabilitation and reintegration programs.
- Serve as liaison between the Department and external agencies, community organizations, and the public, fostering transparency, engagement, and education.
- Mentor the Strategic Communications Office, providing leadership to the public information officer and guiding the Department's internal and external communication campaigns.
- Testified before state house and senate committees and Governor & Executive Council meetings related to departmental work and budgets, including the capital budget appropriation for a replacement prison estimated at more than \$500 million.
- Represented the Department on Capitol Hill with visits to the New Hampshire federal delegation to promote corrections-specific critical needs.
- Manage an organization with over 970 funded positions, ensuring effective leadership and operational alignment with departmental goals.
- Administer an annual FY2025 operating budget exceeding \$159 million, alongside an ongoing capital budget appropriation of nearly \$30 million.
- Provide senior executive oversight to the Department's Honor Guard Unit and Special Emergency Response Team, including approving event participation, team member appointments, discipline, and authorizing expenditures.
- Led the team to completely overhaul the department's website with a focus on visitors' needs and ADA compliance; authored the department's 2025 Strategic Communications Plan; and led the \$1 million 2024 Radio Capital Improvement Project moving all departmental radio communications from analog to secure digital infrastructure.

Director, Division of Personnel & Information, Full Time, 40+ hours per week, November 2021-September 2022 | Pay Grade GG Step 7

Originally confirmed by the Executive Council as the Director of Security and Training, which was restructured through legislation to the Director of Personnel and Information. Reporting to the Assistant Commissioner and Commissioner, this position oversees all things employee services and human resources, the business information unit and information technology, department-wide training bureau and department-wide payroll.

New Hampshire Department of Safety

September 2011-November 2021

Concord, NH

The New Hampshire Department of Safety is the second largest state department, employing over 1,600 full-time, part-time, non-classified, and seasonal staff in both uniformed and civilian roles. The department impacts the lives of all New Hampshire residents and visitors by enforcing criminal, motor vehicle, and boating laws, as well as providing fire safety, emergency medical training, emergency communications, and disaster planning.

Strategic Communications Administrator, Office of the Commissioner, Full Time, 40+ hours per week, May 2020-November 2021 | A000 Wage Schedule Grade 29 Manage all internal and external communications for the Department under the direction of the Commissioner. Responsibilities included communications for the State Police, Division of Homeland Security & Emergency Management, Fire Academy, Division of Motor Vehicles, statewide 9-1-1, Fire Academy and Emergency Medical Services, Office of Highway Safety, State Fire Marshal's Office, and more. Write and issue news releases, updated websites, maintain social media activity and more to specifically targeted audiences based on the size and scope of the incident or public awareness campaign.

COVID-19 Joint Information Center Manager, Office of the Governor Christopher T. Sununu, Special Assignment Full Time, 70+ hours per week, March 2020-June 2021 Appointed by Governor Christopher T. Sununu, managed the operations of the State's COVID-19 Joint Information Center, overseeing the coordination and dissemination of all public information throughout the state's response to the COVID-19 pandemic. Developed and implemented targeted communication strategies to ensure accurate, timely and consistent messaging to the public and the media. Led a team of more than 45 state employee communications professionals, facilitated collaboration between 19 state agencies, and maintained media relations to enhance transparency and public trust through 4,500+ media inquiries, 4,000+ social media posts, 250+ news releases, and 111 news conferences. Oversaw the 2-1-1 state's COVID-10 call center which answered more than 211,325,500 calls. Executed crisis communication plans, monitored information flow, and provided strategic advice and counsel to senior leadership.

Community Outreach Coordinator, Division of Homeland Security and Emergency Management, Full Time, 40+ hours per week, February 2019-May 2020 | A000 Wage Schedule Grade 25

Served as the community outreach coordinator and public information officer for the Division, included drafting news releases, updating the website, managing social media platforms, and organizing public awareness campaigns around emergency preparedness. Primary spokesperson for the Division and often handled media interviews before, during and after disasters. Primary liaison with local and federal agency public information officers to ensure consistency among messages.

Special Projects Coordinator, Division of Homeland Security and Emergency Management, Part Time, 29.5 hours per week, May 2016-February 2019

Responsible for any special projects assigned by the Director including background checks on employees and participating in the School Safety Preparedness Taskforce.

State Exercise Training Officer, Division of Homeland Security and Emergency Management, Full Time, 40+ hours per week, January 2016-May 2016 Responsibilities included dispersing a \$1.5 million statewide exercise budget in accordance with the State's Exercise Training Plan. In coordination with other state, federal and local jurisdiction, organized and facilitated more than ten complex tabletop exercises and seminars, and four large-scale fun atonal exercises. Responded within the State Emergency Operations Center in an operations command role, typically Assistant Operations Chief.

WebEOC & State Emergency Management Assistance Compact (EMAC)

Coordinator, Division of Homeland Security and Emergency Management, Full Time, 40+ hours per week, April 2014-January 2016

Oversee the state's disaster management software, WebEOC, and manage the state's participation in the Emergency Management Assistance Compact.

Instructor I, II & II Program Coordinator, Division of Fire Standards and Training and Emergency Medical Services, Part Time, 29.5 hours per week, September 2011-December 2014

As the Instructor I, II & III Program Coordinator, responsible for organizing and maintaining the instructor program for the Division, including the Instructor I, II & III classes, the Firefighter I & Firefighter II Train-the-Trainers, the Instructor Mentor Train-the-Trainers, the New Instructor Mentorship Program, and the NFPA1041 Visiting Committee.

Life Image

May 2016-October 2018

Newton, MA

Life Image is the largest and most utilized network for medical image accessibility, encompassing over 1,500 hospitals with some of the highest patient care volumes in the country. The network connects more than 150,000 active clinical users who have exchanged over 2 billion exams across 90+ countries. In September 2022, Intelerad Medical Systems acquired Life Image.

Senior Account Manager, Full Time, 40+ hours per week, February 2018-October 2018 Responsibilities include managing 26 mid-size to large hospital accounts, one global medical device company account and 19 small organ procurement accounts. In 2018 Q1, closed 58% of my annual quota. In 2018 Q2, closed 92% of my annual quota. In 2018 Q3, closed 136% of my annual quota including wide-spread international image exchange functionality with a premier customer with imaging and data transmissions between the United States and Australia, the United Kingdom, must of the European Union, and beyond. This work facilitated a double-upsell in one fiscal year, to include adding more than 200 new exchange sites across the globe.

Account Manager, Full Time, 40+ hours per week, May 2016-January 2018 Managed 23 mid-size to large hospital accounts, one world-wide medical device company account, and 14 small organ procurement accounts as their primary point of contact for all things account related. In CY2017, secured \$1.3mil in total expand and renewal business.

Boston Children's Hospital

July 2008-March 2014

Boston, MA

Boston Children's Hospital is the leading pediatric medical center in the United States, offering comprehensive healthcare services for children from birth to 23 years. Recognized as the #1

pediatric hospital by U.S. News & World Report for many years, it serves as a teaching affiliate of Harvard Medical School, emphasizing advanced care, research, and education.

Critical Care Transport Specialist / Emergency Medical Technician, Intensive Care in Transit, Full Time, 40+ hours per week, July 2008-March 2014

Member of the Critical Care Transport Team at Boston Children's Hospital by coordinating and providing transport services for critically ill or injured children. The transport team is responsible for resuscitation, stabilization, and inter-hospital transfer of patients ranging from preterm infants to young adults. The team operates 24 hours a day and serves all critical care areas in the institution, including the Neonatal ICU, Cardiac ICU, Medical/Surgical ICU, Medicine ICU, and Emergency Department.

Bow Police Department

April 2004-August 2011

Bow. NH

The Bow Police Department is dedicated to ensuring the safety and well-being of the Bow community through effective law enforcement and community engagement. The department focuses on crime prevention, emergency response, and building strong relationships with residents. Committed to professionalism and integrity, the Bow Police Department aims to enhance quality of life and promote a safe environment for all.

Communications Specialist (Dispatcher), Full Time, 40+ hours per week, April 2004-August 2011

Responsible for answering emergency calls from NH 911 and non-emergency calls, triaging the information and dispatching appropriate police resources, as well as documenting in the computer aided dispatch system. Certified by NH State Police to operate the State Police Online Telecommunications System (SPOTS) including running license plates, drivers history queries, warrant checks and more.

TEACHING EXPERIENCE

National Disaster & Emergency Management University

Since July 2023

Emmitsburg, MD

Instructor, The School of National Resilience

 Teach the Advanced Public Information Officer Course since July 2023 including the oncampus course in July 2024 and the off-campus course in Rochester, New Hampshire in September 2024.

PUBLICATIONS

Professional Submissions

Raymond, P. D., "Media Credentials: Necessary or pointless?" Federal Emergency Management Agency, Master Public Information Officer Program Capstone Submission, April 1, 2022.

Newsletter Articles

Raymond, P. D., "Recent News Conferences: The Importance of Trained Public Information Officers in Critical Times." National Information Officers Association News, January-February 2025.

Raymond, P. D., "Empowering Leadership; A Guide for Public Information Officers." National Information Officers Association News, September-October 2024, pp. 32-33.

Raymond, P. D., "New to the PIO Field? Let an experienced mentor be your guide." National Information Officers Association News, January-February 2024, pp. 14-15.

Raymond, P. D., "Using Media Guides for Complex Planned Events" National Information Officers Association News, May-June 2023, pp. 23-24.

Raymond, P. D., "Learning to Appreciate the Value of a PIO" National Information Officers Association News, January-February 2023, pp. 14-15.

PROFESSIONAL CONFERENCES

CEO Summit, Scottsdale, AZ, October 2024 Axon Enterprises, Inc.

Northeast Regional Meeting, Stowe, VT, September 2024 Correctional Leaders Association

NIOA Annual Training Conference, Clearwater Beach, FL, August 2024 National Information Officers Association

CLA Summer Meeting, Nashville, TN, August 2024 Correctional Leaders Association

154th Congress of Correction, Nashville, TN, August 2024 American Correctional Association

Executive Partners Summit, Clearwater, FL, January 2024 United State Secret Service

Deputy Directors Conference, Oceanside, CA, January 2024 Correctional Leaders Association

CEO Summit, Scottsdale, AZ, December 2023 Axon Enterprises, Inc.

Northeast Regional Meeting, Cape Cod, MA, September 2023 Correctional Leaders Association

CLA on the Hill, Washington, DC, June 2023 Correctional Leaders Association

Deputy Directors Conference, Destin, FL, February 2023

Correctional Leaders Association

PROFESSIONAL TRAINING

5 Level of Leadership Workshop, 2024

John Maxwell Leadership Nashville, TN

G0402 National Incident Management System Overview for Senior Officials, 2024

NH Homeland Security and Emergency Management Concord, NH

Master Public Information Officer, 2022

- E0389: Implementing Communications Strategies for Whole Community Leadership
- E0393: Applying Advanced Concepts in Public Information and Communications
- E0394: Mastering Public Advocacy Plans to Create an Effective Community of Stakeholders

Federal Emergency Management Agency, Emergency Management Institute Emmitsburg, MD

Instructor Trainer, 2022

Emergency Care and Safety Institute Burlington, MA

Advanced Public Information Officer, 2021

Federal Emergency Management Agency, Emergency Management Institute Emmitsburg, MD

Master Exercise Practitioner, 2020

Federal Emergency Management Agency, Emergency Management Institute Emmitsburg, MD

G2300 Intermedia Emergency Operations Center Functions, 2020

NH Homeland Security and Emergency Management Concord, NH

State Coordinating Officer, 2019

Federal Emergency Management Agency, Emergency Management Institute Emmitsburg, MD

US Fire Administration Type 3 Incident Management Team Training, 2019

National Fire Academy Portsmouth, NH

Managing Public Information for All Hazards Incidents, 2019

Federal Emergency Management Agency, Center for Domestic Preparedness Anniston, AL

Radiological Emergency Preparedness Core Concepts, 2019

Federal Emergency Management Agency, Center for Domestic Preparedness Portsmouth, NH

Radiological Emergency Preparedness Post-Plume Awareness Course, 2019

Federal Emergency Management Agency, Center for Domestic Preparedness Portsmouth, NH

Exercise Conduct, Evaluation and Improvement Planning, 2019

Federal Emergency Management Agency, Emergency Management Institute Emmitsburg, MD

Basic Public Information Officer Course, 2019

Massachusetts Emergency Management Agency Framingham, MA

Level IV: Hands on EOC Leadership, 2019

NH Homeland Security and Emergency Management Concord, NH

AWR 160 WMD/Terrorism Awareness for Emergency Responders, 2018

Texas A&M Engineering Extension Service, National Emergency Response and Rescue Training Center

College Station, TX

Exercise Foundations, Program Management, Design and Development, 2018

Federal Emergency Management Agency, Emergency Management Institute Emmitsburg, MD

Professional Development Series, 2018

Federal Emergency Management Agency, Emergency Management Institute Emmitsburg, MD

Level III: FEMA Professional Development Series, 2018

NH Homeland Security and Emergency Management Concord, NH

Level I: ICS/NIMS/WebEOC Awareness, 2018

NH Homeland Security and Emergency Management Concord, NH

Civilian Response to Active Shooter Events Train-the-Trainer, 2016

Texas State University, Advanced Law Enforcement Rapid Response Training Concord, NH

Lean Black Belt, 2015

State of New Hampshire, Bureau of Education and Training Concord, NH

ICS400, Advanced ICS for Command and General Staff, 2015

National Fire Academy Concord, NH

EOC Operations and Planning for All Hazards, 2015

Texas A&M Engineering Extension Service National Emergency Response and Rescue Training Center College Station, TX

Understanding the Emergency Management Assistance Compact, 2014

Federal Emergency Management Agency, Emergency Management Institute Emmitsburg, MD

Incident Command Systems (ICS) Forms Review, 2014

Texas A&M Engineering Extension Service, National Emergency Response and Rescue Training Center
College Station, TX

ICS300, Intermediate ICS for Expanding Incidents, 2014

National Fire Academy Concord, NH

Fire and Emergency Services Instructor II & III, 2010

New Hampshire Fire Standards and Training Commission Concord, NH

Fire and Emergency Services Instructor II, 2010

National Fire Academy Concord, NH

Fire and Emergency Services Instructor 1 (NFPA 1041), 2009

New Hampshire Fire Standards and Training Commission Concord, NH

Federal Emergency Management Independent Study

IS-0001.a Emergency Manager: An Orientation to the Position, 2016; IS-00003 Radiological Emergency Management, 2018; IS-00029 Public Information Officer Awareness, 2018; IS-00042 Social Media in Emergency Management, 2014; IS-00100.a Introduction to the Incident Command System, 2009; IS-00100.b Introduction to Incident Command System, 2018; IS-00120.a An Introduction to Exercises, 2014; IS-00120.c An Introduction to Exercises, 2018; IS-00130.a How to be an Exercise Evaluator, 2018; IS-00156 Building Design for Homeland Security for Continuity of Operations, 2019; IS-00200.a ICS for Single Resources and Initial Action Incidents, 2009; IS-00200.b ICS for Single Resources and Initial Action Incidents, 2018; IS-00201 Forms Used for the Development of the Incident Action Plan, 2018; IS-00212.b Introduction to

Unified Hazard Mitigation Assistance (HMA), 2018; IS-00230.d Fundamentals of Emergency Management, 2018; IS-00235.c Emergency Planning; IS-00240.b Leadership and Influence; IS-00241.b Decision Making and Problem Solving; IS-00242.b Effective Communication; IS-00244.b Developing and Managing Volunteers; IS-00247.a Integrated Public Alert and Warning System (IPAWS), 2014; IS-00248 Integrated Public Alert and Warning System (IPAWS) for the American Public, 2019; IS-00271.a Anticipating Hazardous Weather and Community Risk 2nd Edition, 2019; IS-00288.a The Role of Voluntary Agencies in Emergency Management, 2018; IS-00393.b Introduction to Hazard Mitigation, 2019; IS-00520 Introduction to Continuity of Operations Planning for Pandemic Influenzas, 2019; IS-00522 Exercising Continuity Plans for Pandemics, 2019; IS-00545 Reconstitution Planning Course, 2019; IS-00546.a Continuity of Operations (COOP) Awareness Course, 2018; IS-00547.a Introduction to Continuity of Operations, 2019; IS-00559 Local Damage Assessment, 2019; IS-00700 National Incident Management System (NIMS), an Introduction, 2008; IS-00702.a NIMS Public Information Systems, 2019; IS-00703.a NIMS Resource Management, 2018; IS-00706 NIMS Interstate Mutual Aid, An Introduction, 2018; IS-00775 EOC Management and Operations, 2014; IS-00800.b National Response Framework, An Introduction, 2014; IS-00909 Community Preparedness Implementing Simple Activities for Everyone, 2018; IS-02200 Basic Emergency Operations Center Function, 2019; IS-02900.a National Disaster Recovery Framework (NDRF) Overview, 2018;

PROFESSIONAL AFFILIATIONS

American Correctional Association

Correctional Leaders Association (Deputy Director)

National Information Officers Association, Region 1 Director

COMMUNITY SERVICE

Best Buddies New Hampshire

Citizens Member, Bedford, NH, April 2022-Present Advisory Board Vice Chair, Bedford, NH, September 2019-Present Advisory Board Member, Bedford, NH, September 2018 – September 2019

International Association of Approved Basketball Officials State Board #32 (NH)

Referee, Concord, NH, March 2001-Present State Rules Interpreter, Concord, NH, March 2013-September 2015

Penacook Civil Defense Rescue Squad

Honorary Life Member, Boscawen, NH, June 2021-Present
Deputy Chief, Boscawen, NH, September 2008-June 2012
Executive Board Secretary, Boscawen, NH, March 2003-September 2008
Volunteer Emergency Medical Technician, Boscawen, NH, March 1998-June 2012

Strong Foundations Charter School

Member Board of Trustees, Pembroke, NH, May 2021-January 2023

PAUL D. RAYMOND, JR.

REFERENCES

Stefanie Berkeley

Administrative Assistant to the Assistant Commissioner New Hampshire Department of Corrections

Stef works directly for me as my administrative assistant at the Department of Corrections and can provide a subordinate perspective of my management/leadership style.

William (Bill) Conway

Brigadier General (Retired)

New Hampshire National Guard / United States Army

I worked with Bill during the State's COVID-19 Response, and then I worked for Bill when I first joined the NH Department of Corrections.

Jayne Millerick

Chief of Staff

New Hampshire Office of Governor Christopher T. Sununu

I worked for Jayne for the greater part of the last eight years, in some capacity. During the State's COVID-19 Response, I worked very closely with Jayne and had frequent communication with her and her office when I became Assistant Commissioner of the Department of Corrections.

Michael Peck

Assistant Special Agent-In-Charge

United States Secret Service, Global Investigative Operations Center

I've known Mike for more than 10 years, in both a professional and personal capacity. Mike is one of my closest friends and we've also worked on a number of incidents/cases when I worked at both the Departments of Safety and Corrections.

Christopher Pingree

Supervisory U.S. Probation Officer

United State Probation & Pretrial Services, District of New Hampshire

I worked with Chris at the NH Department of Corrections when he served as Director of Professional Standards, after retiring from USPPS.

Perry Plummer

Assistant Commissioner (Retired)

New Hampshire Department of Safety

I worked for Perry in 2011 until he retired from the Department of Safety in 2021 and have remained in touch with him since his retirement.



THE STATE OF TEXAS APPLICATION FOR EMPLOYMENT

For State Agency Us	e Only
Date received	
Time received	<u> </u>
Received by	

<u>PRINT IN BLACK INK OR TYPE</u>. These instructions must be followed exactly. Fill out application form completely. If questions are not applicable, enter "NA." **Do not leave questions blank**. Be sure to sign when completed. The State of Texas is an Equal Opportunity Employer and does not discriminate on the basis of race, color, national origin, sex, religion, age or disability in employment or the provision of services. You may make copies of this application and enter different position titles, but <u>each copy must be signed</u>. **Resumes will not be accepted in lieu of applications**, unless specifically stated in the job vacancy notice. This application becomes public record and is subject to disclosure.

With few exceptions, you have the right to request and be informed about information that the State of Texas collects about you. You are entitled to receive and review the information upon request. You also have the right to ask the state agency to correct any information that is determined to be incorrect. (Reference: Government Code, Sections 552.021, 552.023 and 559.004.)

NAME	Raymond, Jr.	Paul	Denis	1			
MAILING	(L G ADDRESS					(Work Pho	ne, Optional)
	ADDRESS	om name on this applica	tion		į.	(Holk File	ne, opaonaly
LIST arry C	other names used if different fro	om name on this applica	uon.				
apply:	ct title of position or type of	work and location for	which you wish to	Job Posting N	lumber	Closing Date 7/12/2025	
List the apply:	ve Director state agency with which you		ou have any relativ	es working for this a	agency? If	Service and an artist of the service	and
Justic	s Department of Ci ce	IIIIIIIai					
Full-Time	Part-Time Summer	Temp/Project ☐ Date	e available for work?	<u></u>			
Are you	willing to work hours other than	8-5? Yes No	What days	are you unable to work	c? n/a		
Current [willing to travel? Yes No Oriver's License # (if required for thic preference. (Be specific to o	or position) (State)	(Number) ce, write "statewide."	11	Commerci	ial Driver's Licens	se Yes ☐ No ■
explain ir	u ever been convicted of a fe n concise detail on a separate p n may not disqualify you, but a nanors.	page, giving dates and n	ature of the offense,	name and location of t	he court, ar	nd disposition of t	he case(s). A
EDUCA	TION (NOTE: Applicants may	be required to provide p	roof of diploma, degr	ree, transcripts, license	s, certificati	ons, and registra	tions.)
High Sch	ool Graduate or GED? Yes 🔳	No If yes, name ar	nd location of high sc	hool or GED institute:	Bishop	Brady, Conc	ord, NH
Tyr	ië.	Dates Atte	ended Date	Expected	Sem/Clock	Type	Major/Minor

Type	No. of the second		ates A	ttende	d	Date Graduated	Expected Graduation Date	Sem/Clock	of Diploma or Degree	Major/Minor Fields of Study
of School	Name and Location of School	From Mo. Yr. Mo.		Mo.	Yr.			Hours Completed		
Undergraduate	Southern NH University, Manchester, NH	04	15	07	18	Feb 2021			General Studies	Business
Colleges or Universities	Southern NH University, Manchester, NH		19	02	21	Feb 2021			Bachelors in Management	Logistics & Operations
Graduate Schools	Southern NH University, Manchester, NH		21	05	23	May 2023			Masters in Criminal Justice	Public Safety Administration
Technical or	National Disaster & Emergency Management University, Emmitsburg, MD	12	21	09	22	Sept 2022			Certificate	Executive Public
Vocational Schools	NH Bureau of Education & Training, Concord, NH	10	13	07	15	July 2015			Certificate	Lean Black Bel

AN EQUAL OPPORTUNITY EMPLOYER

LICENSE/CERTIFICATION (P.E., R.N., Attorney, C.P.A., etc.)	Date issued	Date expires	Issued by/Location of issuing authority (State or other authority) (City & State)	License No.
(File), that, Attentoy, on my cred	Issueu	expires	(State of other authority) (City & State)	License No.
alculators, printing or graphics eq John Maxwell Leaders	uipment, coi hip Trair ureau of	mputer equipme ning (John f Training),	ining or skills you possess and machines or office equal, types of software and hardware. (Attach additional Maxwell), Executive Public Informational and numerous Incident Command S	al page, if necessary.) tion Officer (FEMA),
approximately how many words pe	7 1070 4 160		5	
Sign Language (If required for this	position) Ye	s □ No ■	Are you a ce	rtified interpreter? Yes No
Do you speak a language other that fyes, what language(s) do you sp	an English?		nis position) Yes 🔲 No 🔳	? Fair ☐ Good ☐ Excellent ☐
Oo you write in a language other the fyes, which language(s)	nan English?	(If required for	this position) Yes 🗆 No 🔳	
Have you ever been employed by	the State of	Texas? Yes □ N	No Are you currently employed by the	e State of Texas? Yes ☐ No [
f you have been previously emplo				
n/a				
FORMER FOSTER YOUTH (Verifi	cation may l	be required.)		
Were you a foster youth und	er the Texas	Department of	Family and Protective Services on the day before you	ır 18 th birthday? Yes ☐ No 🔳
If yes, are you currently 25 y	ears of age	or younger? Ye	s 🗖 No 🗖	
MILITARY SERVICE (A copy of a	report of sep	aration from the	Armed Services may be required.)	
Are you a veteran? Yes ☐ I	No 🔳 If y	es, list type of di	scharge	
Dates of Service (From/To):				
Are you a surviving spouse Are you a surviving orphan				
If yes, complete dates of set (From/To):	rvice for vete	eran		
	nary source		s or Texas National Guard serving on active duty? Yes veteran who has a total disability with a rating of at lea	
			G STATEMENTS CAREFULLY AND INDICATE PTANCE BY SIGNING IN THE SPACE PROVI	
complete, and I understand hired, termination.	that any mi	sstatement, fal	ection with my application, whether on this docum sification, or omission of information may be groun	ids for refusal to hire or, if
	of Texas red	quires all males	pe required to provide legal proof of authorization to who are 18 through 25 and required to register wite registration upon hire.	
I understand that some state	e agencies	will check with	the Texas Department of Public Safety, the Federa nce with applicable statutes.	al Bureau of Investigation or
I authorize any of the person previous employment, educe	ns or organ ation, or an	izations referen y other informa	iced in this application to give you any and all infor tion they might have, personal or otherwise, with re ies from all liability from any damages which may r	egard to any of the subjects
THIS APPLICATION MUST BI	E	HERE: X		

Signature - Applicant

(0923)

EMPLOYMENT HISTORY

This information will be the official record of your employment history and must accurately reflect all significant duties performed. Summaries of experience should clearly describe your qualifications.

- Include ALL employment. Begin with your current or last position and work back to your first. Employment history should include each position held, even those with the same employer.
- EMPLOYER ADDRESSES MUST BE COMPLETE MAILING ADDRESSES, INCLUDING ZIP CODE.
- Answer all questions and completely summarize your experience including technical and managerial responsibilities and any special training, skills and qualifications for each position you have held.

If you need additional space to adequately describe your employment history, you may use this employment history sheet or attach a

typed employment history providing	ng the same information	in the same format	as this application form.	,
Name Raymond, Jr.	Paul	Denis		
Last	First	Mi	ddle	
Employer: New H	Current/ Technical r. Final Salary Non-Mana		Immediate Supervisor Name: Helen Hanks Title: Commissioner S If supervisory, number of employees you supervised: 973	Full-Time Part-Time Summer Temp/Project Give average # of hours worked per week if part-time: 60
Summary of experience including spe	cial training/skills/qualification	ons you have used in	the performance of this job:	
over operations, strategic budget. Oversaw correcti public safety, efficiency, a affairs, and crisis respons Advised the Commissione emergency operations, ca	planning, and pub onal facilities, prob and accountability. se, serving as the p er on policy, syster apital improvement ectors, and division	olic affairs for no pation/parole, a Led internal/exprimary liaison m reform, and it projects, and an heads, and ac	s agency, providing executerary 1,000 staff and a \$1 and administrative function atternal communications, let to the Governor's Office a interagency coordination. high-impact initiatives acreduanced organizational prillural transformation.	98M combined as to ensure egislative and Legislature. Directed oss the agency.
Position Title: DIFECTOR Employer: New Holding Address: 64 Sol Concomplex Employer's Telephone No.: (bU3) Starting Date Mo. Day Yr Mo. Day Y		ment of Correct	Assistant Commissioner No.: If supervisory, number of employees you	Full-Time Part-Time Summer Summer Sive average # of hours worked per week if part-time:
Summary of experience including spe	+	<u>, </u>	supervised: 75 the performance of this job:	00
Oversaw Human Resource Communications for a state including classification, conceptations, cybersecurity needs. Managed internal affairs, and executive medevelopment, and strategers.	ces, Labor Relation atewide agency with the properties of the prop	ns, Information th nearly 1,000 lloyee relations on efforts to supmunications, in the Commissioned a key role in	Technology, and Strategies employees. Led all HR further, and union negotiations. It is port institutional and admicluding media relations, leader on policy, operations, a driving organizational impressive transparent, responsive	nctions, Directed IT ninistrative egislative workforce provements,
Specific reason for leaving: Pron	noted to Assistant	Commissioner		

(0519)Page 3 of 4

Position Title: Strategic Communications Administrat Employer: NH Department of Safety Mailing Address: City & State/ZIP: Concord, NH U33U1 (bU3) 2/1-2/91							Kodert Qüinn Title: Commissioner Se No.:	Full-Time Part-Time Summer Temp/Project Give average #		
Starting Date Leaving Date Current/ Technical					Current/	Technical		of hours worked per	-	
Mo.	Day	Yr.	Mo.	Day	Yr.	Final Salary	Non-managerial	If supervisory, number of employees you	week if part-time:	
05	01	2020	11	01	2021	\$~110,000	Supervisory/Managerial	supervised: 10	60	

Summary of experience including special training/skills/qualifications you have used in the performance of this job:

Directed statewide communications strategy across multiple public safety divisions, including State Police, Emergency Management, Fire Marshal/Arson Investigation, Fire Academy & EMS, Statewide 9-1-1, and the Division of Motor Vehicles. Also managed strategic messaging for the Governor's Office of Highway Safety. Led crisis communications and public information efforts during high-profile emergencies, including natural disasters, human-caused incidents, and statewide emergency activations.

Served as the agency's primary spokesperson and coordinated interagency messaging to ensure accuracy, consistency, and public confidence. Oversaw public information officers across all divisions and aligned messaging strategies to support unified, effective communication. Advised senior leadership and the Governor's Office on public affairs, reputation management, and high-stakes media response. Maintained trusted partnerships with state leadership and external stakeholders to support timely, transparent, and mission-focused communications during critical incidents.

Specific reason for leaving: Nominated & Confirmed by Governor to Director position at NHDOC

Position Title: COVID-19 JIC IVIANAGER Employer: OTTICE OT GOVERNOR SUNUNU Mailing Address: TU/ IVI IVIAIN STREET City & State/ZIP: CONCORD, IVIH U33U1 Employer's Telephone No.: (6U3) 2/1-2121								Immediate Supervisor Name: Unristopner Sununu Title: GOVERNOR Supervisor's Telephone No.:	Full-Time Part-Time Summer Temp/Project Give average #	\
Sta	arting Da	ite	Lea	aving Da	ate	Current/	Technical		of hours worked per	
Mo.	Day	Yr.	Mo.	Day	Yr.	Final Salary	Non-managerial	If supervisory, number of employees you	week if part-time:	
03	01	2020	06	01	2021	\$ 110,000	Supervisory/Managerial	supervised: 45	8 0+	

Summary of experience including special training/skills/qualifications you have used in the performance of this job:

Appointed to lead the State of New Hampshire's Joint Information Center (JIC) during the COVID-19 pandemic—the largest and longest-running emergency communications operation in state history. Directed all statewide public information, media relations, and crisis messaging efforts under the authority of the Governor's Office. Coordinated communications across 19 state agencies, federal partners, healthcare systems, and local jurisdictions to ensure a unified and accurate response. Managed more than 150 live press conferences with the Governor and Cabinet officials and issued over 500 official news releases, advisories, and situational updates. Oversaw the 2-1-1 public inquiry system, which responded to over 2.1 million calls, providing real-time guidance to residents, healthcare providers, businesses, and local governments. Served as a key advisor on public communication strategy, message discipline, and stakeholder engagement. Ensured consistent, timely, and transparent messaging during one of the most complex and high-pressure emergency responses in modern history. Provided executive coordination, media readiness, and interagency alignment that became a national model for effective crisis communication.

Specific reason for leaving: COVID-19 Joint Information Center closed at the end of the pandemic.

(0519) Page 4 of 4

TEXAS DEPARTMENT OF CRIMINAL JUSTICE EMPLOYMENT APPLICATION SUPPLEMENT

Please	check those that apply
X Ne	w Applicant
_ Fo	rmer Employee
☐ Ve	teran's Reinstatement
E	RS Retiree

INSTRUCTIONS: All questions must be answered in full. Print in BLACK INK or TYPE. If you are applying for a Correctional Officer or Parole Officer position, you are required to complete and submit a PERS 282B or PERS 282C, Statement of To download this form, select Employment then Download Applications from the TDCJ website (www.tdcj.texas.gov). Scroll down and select the appropriate link to download.

NOTE TO APPLICANTS: With few exceptions, you are entitled upon request: (1) to be informed about the information the TDCJ collects about

1.	NAME: Raymond, Jr.	Paul	Denis	2. SOCIAL SECURITY NO.:
	Last	First	Middle	2. Social second i no
3.	DATE OF BIRTH	your Social Security	Card)	
	The second secon	are required to establ	usn that the applicant is at	least 18 years old and to neip establish identity in conducting a criminal
5.	DRIVER'S LICENSE NO.:			
6.	Have you previously been en If yes, give unit(s)/departmen		DCJ or worked in a T	DCJ facility on a contract basis? Yes No
7.	Are you related to any emplo If ves. list name, relationship			xas Board of Criminal Justice
8.	May we contact your presen	t employer for a	reference? Yes X	No Not presently employed
9a.	Have you ever been fired fro	m a job? Yes	No X Have yo	ou ever been asked to resign from a job? Yes \(\subseteq \) No \(\subseteq \) loyer, dates of employment, and the reason:
b.	Have you engaged in sexual institution? Yes ☐ No 🛛	abuse in a prison,	, jail, lockup, commu	nity confinement facility, juvenile facility, or other
c.				xual activity in the community facilitated by force, overt or tor was unable to consent or refuse? Yes \(\simega\) No \(\mathbb{X}\)
9d.				ged in sexual activity in the community facilitated by force, t consent or was unable to consent or refuse?
e.	Have you been involved in a If yes, please explain: As an			
0.	Are you willing to work any	day of the week r	required for the positi	on for which you are applying? Yes 🛛 No 🗌
1.	If you are a male, age 18 th	rough 25, have y	ou registered with the	e Selective Service? Yes 🛛 No 🗌
	If no, are you exempt from re	egistration? Yes	☐ No ☐ I am no	t a male, age 18-25
2a.	Are you or any immediate m related to a current or fo- name of the offender(s)	ember of your far	mily (to include, but r	ot limited to your parent, brother, sister, spouse, or child)
2b.	Are you now or have yo or on parole)? This includes If yes, provide the name of the		on-law marriage. live	d together or had a child together?
2c.	Do vou have a current busine		gang association with s, provide the name o	
2d.	Are you on a current TDCJ of If yes, provide the name of the		on list?	
2e.	Have you corresponded in th If yes, provide the name of th		current TDCJ offend	ler

PERS 282 (01/22) Page 1

Notes

- If you answered yes to Question 12a, 12b, 12c, 12d, or 12e, above, you are required to complete and submit a PERS 282A, Additional Offender Information form. This form is available from the TDCJ website.
- If you have a personal relationship with an offender, who is not a relative, be sure to read the "Offender Relationships" paragraph on Page 4 of this Supplement.

TA	IP	O	R	T	Δ	N	T

Read the definition of conviction in Question 15. When answering questions 13 through 15, do not include: (1) any violation of law committed before your 17th birthday if the final decision was made in juvenile court or under a youth offender law; (2) any conviction whose record was expunged under federal or state law; (3) minor traffic violations. **DWI**, **DUI**, **Open Container** and **Driving While License Suspended** are not minor traffic violations and must be listed.

14.	Are you on parole or probation, deferred adjudication or under a pre-trial diversion agreement? Yes \(\subseteq \) No \(\subseteq \) If yes, please explain:					
15.	Have you ever been convicted of a crime (misdemeanor or felony)? Yes No X If yes, list each one below. Include those that may not appear on your record at this time. Attach an additional page if necessary. Please Note: For purposes of employment with the TDCJ, convictions include sentenced to confinement, paid fine, time					
Con	viction	Felony or Misdemeanor	on (includes deferred a	djudication), and cour Offense Class	rt-ordered restitution	Punishment
16b.	other Law Enforcement Weapons as may be necessary to perform your duties? Yes ☐ No ☐ Not Applicable ☒ Are there any legal restrictions against you carrying a firearm? Yes ☐ No ☒ If yes, please explain: If you are applying for employment under a federal employment authorization document (EAD), please provide the category					
	code number that appears on your EAD (examples: A05, A12, C08, C09, C33, etc.): Not Applicable \(\sum_{\text{od}} \)					
17.	Are you now or have you ever been a member of a street gang? Yes ☐ No ☒					
	Are you now or have you ever been a member or affiliated with an organization that promotes racial, ethnic or gender superiority or separation, independence from governmental laws and regulations or overthrow of the United States Government? Yes \(\sigma\) No \(\infty\)					
	If you answered yes to either of these questions, provide the following information:					
	a. Name of the organization and dates of membership:					
	b. Position or positions you held in the organization:					
	c. Arrests and/or convictions resulting from your activities as a member:					
18.	Do you have any tattoos or markings on your body that signify membership or affiliation with a street gang or that are associated with organizations that promote racial, ethnic or gender superiority or separation, independence from governmental laws and regulations or overthrow of the United States Government? Yes \(\sigma\) No \(\infty\) If yes, provide a description and					

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location of those tattoos or markings:

CONDITIONS OF EMPLOYMENT

Minimum Standards for all Applicants

- 1. Must be a U.S. citizen or an immigrant with lawful status, who is authorized to work in the U.S.
- 2. Must be at least 18 years of age
- 3. Must possess a High School Diploma from an accredited senior high school or equivalent or a state-issued General Education Development (GED) certificate
- 4. Must not be on probation for any criminal offense
- Must not have pending charges for any criminal offense or have an outstanding warrant
- 6. Convicted felons (or those convicted of an equivalent offense under the Uniform Code of Military Justice) do not become eligible for consideration until 10 years have elapsed since termination of sentence.
- 7. Must not be on active duty in the military (persons on terminal leave from active duty may apply)
- 8. Males, age 18 through 25, must be registered with the Selective Service if required to do so by Federal Law.
- 9. Must be able to perform the essential functions of the position applied for, with or without reasonable accommodation
- 10. Must pass the TDCJ drug test
- 11. All applicants, who may have contact with offenders, are ineligible for employment if they have committed any activity described in questions 9b, 9c, or 9d.

Additional Minimum Standards for Correctional Officer and other Security Applicants

- 1. Never have been convicted of a felony
- 2. Not have been convicted of a Class A misdemeanor, or the equivalent, within the last 10 years
- 3. Not have been convicted of a Class B misdemeanor, or the equivalent, within the last 3 years
- Never have been convicted of an offense that involved domestic violence
- Not have been discharged from the Armed Forces under dishonorable conditions
- 6. Must pass the TDCJ pre-employment test and physical agility test

The Gun Control Act, 18 U.S.C. § 922(g), makes it unlawful for certain categories of persons to possess firearms or ammunition, to include a person:

- Who has been convicted in any court of a crime punishable by imprisonment for a term exceeding one year;
- 2. Who is a fugitive from justice;
- 3. Who is an unlawful user of or addicted to any controlled substance (as defined in 21 U.S.C. § 802);
- 4. Who has been adjudicated as a mental defective or has been committed to a mental institution:
- 5. Who is an illegal alien;
- Who has been discharged from the Armed Forces under dishonorable conditions;
- 7. Who has renounced his or her United States citizenship;
- 8. Who is subject to a court order restraining the person from harassing, stalking, or threatening an intimate partner or child of the intimate partner; or
- Who has been convicted in any court of a misdemeanor crime of domestic violence.

Requirement to Report to Work in Emergency Situations

In an emergency situation that presents an immediate or potential threat to public safety as determined by a Warden or Department Head, it is mandatory that the following essential staff report to work: a) correctional officers and supervisors; b) parole officers and parole supervisory staff; and c) staff necessary to support emergency operations. Employees may be required to work overtime, have work schedules changed, have days off cancelled, and be temporarily reassigned to a different work location. If an employee is absent based on a claim of illness or injury on a day or days the employee was required to report to duty during an emergency response situation, the employee may be required to furnish a health care provider's statement within two workdays after the employee returns to work.

Mandatory evacuation orders given by local or state officials (e.g., for anticipated landfall of a hurricane) do not relieve employees from the requirement to report to work as required by their assigned daily schedule card or as directed by a supervisor in emergency situations. Failure to report to duty or remain on duty may result in disciplinary action up to and including dismissal from employment.

Important Note

For purposes of employment with the TDCJ, convictions include sentenced to confinement, paid fine, time served, placed on probation (includes deferred adjudication) and court-ordered restitution.

Additional Standards for Non-Security Applicants are stated in job posting and position descriptions. In addition, Parole Officers are required to have access to and be willing to use their own transportation for work and that they carry liability insurance. Parole Officers must not have been convicted of any offense involving domestic violence, and must not have been discharged from the Armed Forces under dishonorable conditions. Minimum standards for entry level Substance Abuse Counselor applicants will be explained by the contact person listed on the job posting.

Assignments

Initial assignment locations within the TDCJ are determined by applicant preference, consistent with the needs of the agency. The TDCJ reserves the right to reassign employees to different locations if necessary to meet its needs. Employees may submit a request for reassignment to another location in accordance with published procedures. However, there are many requests on file for certain areas and the waiting time for reassignment to these areas may be excessive.

Employee Drug and Alcohol Testing

All employees are subject to reasonable suspicion drug and alcohol testing.

Overtime

Employees who are authorized overtime and required to work overtime will be given Fair Labor Standards Act (FLSA) compensatory time. This compensatory time will be banked, used, or cashed out consistent with TDCJ policy.

Continued on next page

CONDITIONS OF EMPLOYMENT (Continued)

Falsification of Application

It is important that the employment application be filled out completely and accurately. Any determination that the application has been falsified is grounds for refusing employment or terminating employment if already employed.

Organizational Affiliations

Affiliation with organizations that threaten the safety and security of a TDCJ facility may result in disqualification or termination of employment.

Employment Rights

Employees of the TDCJ are "at will" employees. This means that employment is for no definite period and may, regardless of the date or payment of wages and salary, be terminated at any time without prior notice.

Offender Relationships

TDCJ employees are prohibited from continuing or establishing a relationship with an offender or an offender's family member if the relationship jeopardizes or has the potential to jeopardize the security of the TDCJ or compromises the effectiveness of the employee. Prohibited relationships include those involving cohabitation, sexual misconduct or actions that jeopardize or have the potential to jeopardize the security of the TDCJ. This means that employees may not have personal contact or

relationships with offenders currently incarcerated or on parole outside of their official duties if this contact or relationship would jeopardize or has the potential to jeopardize the security of the TDCJ. Prohibited contact includes living together, writing letters or notes, telephone contact, visitation, and depositing funds into an offender's trust fund. If an employee had a child together with an offender, employee contact with the offender or offender's family may be limited to that which is necessary to foster a relationship with the child. As a condition of employment with the TDCJ, employees with prohibited relationships must sever those relationships. Sever means to cease any and all cohabitation, intimate encounters, verbal or written communications, visitation, and other prohibited contact. Continuation of a prohibited relationship after employment with the TDCJ may result in dismissal from employment if a determination is made by the TDCJ that the relationship jeopardizes or has the potential to jeopardize the security of the TDCJ.

Additional Information

Information concerning any event that may affect eligibility for employment with the TDCJ that occurs **after** the application has been submitted, to include criminal charges, must be provided in writing immediately to the **Section Director**, **Employment**, **TDCJ Human Resources Headquarters**, **2 Financial Plaza**, **Suite** #600, **Huntsville**, **TX 77340**. Failure to do so may be considered falsification of the application for employment and may result in disqualification or termination of employment.

CERTIFICATION: I certify that my answers are true, complete, and correct to the best of my knowledge and that I have not evaded or omitted any part thereof to reflect an untruth. I understand that falsification constitutes grounds for refusing or terminating employment. I have also read and understood and I agree to the Conditions of Employment and document requirements in this Supplement.

DUTY TO DISCLOSE: I hereby acknowledge that I have a duty to disclose any sexual misconduct during the term of my employment. I further acknowledge that I have a duty to disclose any misconduct on my part while working for previous employers.

Signature:	Paul A. K	Paren L	Date: July 2, 2025
		-	

REQUIRED DOCUMENTS

Applications will not be processed without the required documents. Documents in the application must be photocopies and will become a permanent part of the application. DO NOT INCLUDE ORIGINALS.

- A copy of your current DRIVER'S LICENSE with a photograph and/or date of birth, sex, height, eye color and address. Receipts are not acceptable without the license with photograph. You will also need to present the original license during screening for Correctional Officer applicants or during employment in-processing for non-correctional applicants. (SEE NOTE 1 AND 2, BELOW.)
- 2. A copy of your SOCIAL SECURITY CARD. This must be a copy of the original card issued by the Social Security Office. The following are not acceptable: metal or other reproductions; altered cards; laminated cards that were not signed before lamination; laminated cards that have the statement, "This card is invalid if laminated" on the back and cards that contain the statement, "Valid for work only with DHS Authorization." You will also need to present the original card at the same time you present your driver's license.
- 3. For positions that do not require a college degree: A copy of a DIPLOMA or TRANSCRIPT that documents the highest level of education completed or a copy of a state or military-issued GED Certificate. For positions that do require a college degree: A copy of your COLLEGE DIPLOMA or TRANSCRIPT. Windham School System requires official college transcripts verifying highest degree conferred. SEE NOTE 3, BELOW.
- 4. A copy of the DD Form 214 you were issued for the final period of active duty, if you served in the U.S. military. This must be a complete Member 4 Copy or other copy, which includes the type of discharge. If you are on terminal leave from active duty, attach a letter from your commander indicating the date of discharge and type of discharge. The DD Form 214 must be submitted after the discharge date. If you no longer have your copy of your DD Form 214, you may request a copy on-line at: http://www.archives.gov/research_room/vetrecs

- 5. If you are a male, age 18 through 25, you must provide a copy of your SELECTIVE SERVICE REGISTRATION CARD or proof of exemption from Selective Service registration. If your card is not available, you may obtain proof of registration from the Internet and submit a printed copy of this proof. You may obtain proof of registration or register at the following address: http://www.sss.gov/regist.htm
- 6. A DISPOSITION for each item reported in questions 13, 14 and 15. A disposition is a statement of the charge, date, and the results of the case. If the charge was dismissed, the disposition must state the reason for dismissal. Dispositions can normally be obtained from the clerk of the court having jurisdiction over the case.

NOTES:

- Your original unexpired **Driver's License** and **Social Security** Card may be used to verify your identity and eligibility for employment in the U.S. Both will be immediately returned to you. Verification of eligibility for employment in the U.S. is required by the Immigration Reform and Control Act of 1986.
- 2. If you do not have a driver's license, any of the following documents are acceptable: unexpired State-issued ID Card; U.S. Military ID Card; School ID Card with photograph; unexpired ID Card issued by a federal, state, or local government agency; Voter Registration Card; U.S. Passport; Unexpired Foreign Passport with Employment Authorization; or, Alien Registration Card with photograph.
- Foreign/International diplomas or education credentials must be evaluated by a TDCJ-approved evaluation service or a member organization of the National Association of Credential Evaluation Services (NACES).

APPLICANT EEO DATA FORM

For State Agency Use Only:	1
Applicant Number:	

The information requested is optional and is being collected for the purpose of reporting to Federal and Equal Employment Opportunity Agencies and will not be considered as part of the application for employment. It will be separated from the application.

1. Job Posting Number	2. Last Name (Type or Print)	First	Middle		
032020	Raymond, Jr.	Paul	Denis		
3			4	5. Work Phone	
6. Sex 7. Birth Date ■ M-Male	8. Ethnic Origin ■ W-White □ B-Black □ I	 I-Hispanic □ A	Asian □ I-American Ind	dian or Alaskan Native	
	☐ P -Native Hawaiian or Othe				
9. Veteran Yes No 12. Spouse of a member of the	 10. Surviving Spouse of Veteran remarried ☐ Yes ■ No 13. Spouse and primary source of in 	n ster Youth 25 yrs of age			
US armed forces or Texas National Guard serving on active duty Yes No	veteran who has a total disability witl least 70 percent or on individual une	n a rating of at	or younger ☐ Yes ☐ No	, 0	
15. How did you first find out about the control of	vee	/Personnel Office		July 2, 2025	
		Signature – App	olicant	Date	
White – a person having origins	in any of the original peoples of E	urope, the Middle	East, or North Africa.		
Black – a person having origins	in any of the black racial groups of	f Africa.			
Hispanic – a person of Cuban, N race.	Nexican, Puerto Rican, South or C	entral American, o	or other Spanish culture	or origin, regardless of	
	in any of the original peoples of th ndia, Japan, Korea, Malaysia, Pak				
	ative – a person having origins in a ains tribal affiliation or community		peoples of North and S	outh America (including	
Native Hawaiian or Other Pacifi other Pacific Islands.	ic Islander – a person having oriç	gins in any of the c	original peoples of Hawa	aii, Guam, Samoa, or	
Two or More Races – a person	who primarily identifies with two o	r more of the abov	re race/ethnicity categor	ies.	
	AN EQUAL OPPORT	UNITY EMPLOY	ER		

Texas Board of Criminal Justice

Attn: Brittni Ortega

PO Box 13084

Austin, Texas 78711

Ref: Selective Service System is Down; Alternative Temporary Verification Requested

Dear Members of the Search Committee,

I am submitting this letter to affirm that I registered with the Selective Service System in accordance with federal law. At this time, the Selective Service System's verification platform is temporarily unavailable, preventing me from accessing an official verification of registration.

Once the system is back online, I will promptly obtain and submit the official verification and forward it to the Texas Department of Criminal Justice as a supplement to my application for the Executive Director position.

I respectfully hope this temporary issue will not negatively impact my application or consideration for this role. Please let me know if any additional information is required in the meantime.

Sincerely,

Paul D. Raymond, Jr.

Attachment: Selective Service System Website Screenshot (PDF)





Verify Registration

Directions

Please complete the form below to verify your registration. If no record is found and you believe that you have previously registered, please give us a call at 888-655-1825.

Required information:

- Last name
- Social Security Number
- · Date of Birth

The requested service is temporarily unavailable. It is either overloaded or under maintenance. Please try later.



SELECTIVE SERVICE SYSTEM

Call: 847-688-6888 or toll-free: 888-655-1825

Steven W. Simmons, MBA

June 17, 2025

Dear Search Committee:

I am pleased to submit my credentials for the position of Executive Director of the Texas Department of Criminal Justice. Over the course of my twenty-eight years of dedicated service with the Houston Police Department, I have consistently demonstrated strong progressive management skills. Additionally, I possess the unique ability to foster consensus among diverse governmental agencies, enabling them to collaborate effectively towards shared objectives. I have also cultivated long-standing relationships within the communities I have served.

I earned a Bachelor of Business Administration in Finance and a Master of Business Administration with a specialization in Banking and Financial Institutions, which enabled me to gain a deeper understanding of the budgeting process during my tenure at the Houston Police Department.

- As Lieutenant in the Central Division, oversaw day shift patrol as Shift Commander and
 participated in town hall meetings and monthly Positive Interaction Program (PIP) meetings.
 Served as Division Training Coordinator for field cadet training and sergeant training programs.
 Acted as Captain when required and attended Command Staff meetings, COMPSTAT meetings,
 and other related functions as necessary.
- As Lieutenant of the Crime Analysis & Command Center Division, introduced a new leadership style that boosted morale and productivity. Played a key role in revising Significant Event Notification Procedures and Departmental Policies concerning Command Center responsibilities.
- As Sergeant in the Training Division, managed a \$400,000 budget and administered training at the academy. Implemented a Retiree Recertification Unit that enhanced efficiencies for retired officers.
- As Sergeant, managed two jail facilities and a \$250,000 budget while serving as Training Sergeant. Assisted with negotiations for a future jail merger between the Houston Police Department and Harris County Sheriff's Department.
- As a Police Officer in the Financial Crimes Unit, investigated various financial crimes including forgeries, credit card offenses, fraudulent credit applications, computer crimes, and embezzlements.

I am seeking new leadership roles to leverage my public service skills. My administrative experience and graduate credentials should interest the Search Committee. Thank you for considering my application. I look forward to an interview.

Sincerely

Steven W. Simmons

Steven W. Simmons, MBA

Targeted Position

Executive Director

A highly educated and vision-oriented retired Lieutenant with extensive expertise in community policing, patrol operations, investigations, crime prevention, emergency response services, and public outreach. Demonstrates diplomatic leadership in staff development, training programs, budgeting, reporting, and departmental management. Proven ability to cultivate and strengthen collaborative relationships with local, state, and federal agencies to enhance interagency cooperation.

KEY SIGNATURE STRENGTHS

Department Administration • Budgeting, Forecasting & Reporting • Statistical Analysis
Staff Training & Development • Project Management • Technology Implementation • Security
Performance Management • Community Outreach • Policy & Procedure Development
Crisis & Emergency Response Operations • Cadet Training • Procurement • Inventory Control

PROFESSIONAL EXPERIENCE

HOUSTON POLICE DEPARTMENT, Houston, Texas

1994 - 2022

Lieutenant, North Belt Division

(2022 - 2022)

The Executive Command Staff has requested to fill the open vacancy of Night Shift Commander for the North Belt Division, with the objective of providing enhanced leadership qualities to younger officers and supervisors.

- Managed crime analysis statistical documentation to support patrol decisions.
- Coordinated with Command Center and other resources for critical incidents.
- Applied new leadership style, improving employee morale and productivity.
- Implemented a 30-day rotation in Investigative Divisions for staff development.

Lieutenant, Central Division

(2019 - 2022)

Developed and implemented strategies to address critical investigations and support issues. Managed the day shift patrol as Shift Commander, directing over 100 employees including officers and civilians. Participated in town hall meetings and monthly Positive Interaction Program (PIP) meetings to establish community partnerships.

- Concurrently served as Administrative Lieutenant for six months overseeing Internal Affairs, Crime Analysis section, budgets including general fund and overtime, fleet operations, facility maintenance, complex security, inventory management, technology coordination, and reporting.
- Managed the Community Services (formerly Storefronts), including the Police Activities League (PAL) and Central Division Explorers program while serving concurrently as Administrative Lieutenant.
- Collaborated with the Memorial Park Conservancy on monthly public safety meetings and assigned a dedicated Memorial Park patrol officer to enhance visibility and deter criminal activity.
- Petitioned and secured approval from the Mayor's Office of Homeland Security to install additional surveillance cameras in Memorial Park to reduce crime and alleviate fears related to crime.
- Coordinated with Public Works and Traffic Mobility Departments to identify evacuation routes during hurricanes and flooding events, with corresponding plotter maps strategically placed in the Captain's office and Sergeant's office for reference.
- Established strategic partnerships with local area hotels, restaurants, and grocery stores
 to provide food and shelter for officers impacted during catastrophic events when the
 Department was fully mobilized.
- Selected as Divisional Training Coordinator to oversee Probationary Police Officer Field Training Program and Sergeant Training Program. Improved the quality of training for Probationary Police Officers by enhancing the Probationary Police Officer Training Book and coordinated with Specialized Divisions, such as Mental Health Division and Driving While Intoxicated (DWI) Task Force, to provide advanced training.
- Implemented overtime programs in high-crime areas with increased police presence to reduce crime based on crime analysis and community input.
- Managed Municipal Court security and police complex security with assigned police officers.
- Completed synopses of Internal Affairs complaints for submission to the Chief of Police with recommendations for disciplinary action per Departmental Policy.

Lieutenant, Crime Analysis & Command Center Division

(2016 - 2019)

Selected by the Executive Command Staff to deliver administrative management and shift leadership for the Command Center and Real Time Crime Center unit across all three shifts.

- Led a team of sergeants, officers, analysts, and staff to quickly collect and process intelligence for major emergencies.
- Improved employee morale and productivity by introducing new procedures, processes, and leadership style.
- Sourced vendors to update technology, enhancing the Real Time Crime Center's efficiency with 30+ databases.
- Acted as primary liaison between the Department Operations Center and Office of Emergency Management during disasters, centralizing information dissemination.

- Played a key role in the revision of all Significant Event Notification Procedures and Departmental General Orders concerning Command Center responsibilities and notifications.
- Collaborated with multiple government agencies and private sector corporations on the utilization and design of Real-Time Crime Center operations.

Sergeant, Eastside Division

(2015 - 2016)

- Managed administrative duties for police team, including budget oversight, fleet operations, facility maintenance, security, inventory management, technology coordination, and reporting.
- Oversaw crime analysis and statistical documentation to support patrol decisions and overtime programs.
- Developed and launched a Child Identification Kit for parents.
- Directed the installation of a modular building for the Tactical Unit.

Sergeant, Central Division

(2010 - 2015)

- Supervised a team of police officers responsible for responding to service calls within the Central Division.
- Oversaw roll calls and ensured compliance with departmental standards regarding staffing, equipment, vehicles, and service quality.
- Managed officers assigned to Municipal Court security and police complex security.
- Initiated the Washington Corridor overtime program, significantly enhancing police presence to reduce crime.
- Instituted a 30-day rotation among various Investigative Divisions for officers, demonstrating a strong commitment to staff development.

Sergeant, Training Division

(2008 - 2010)

- Transferred to an administrative role in the Training Division, overseeing training for over 280 cadets annually.
- Managed three divisional budgets totaling approximately \$400,000, including the Law Enforcement Officer Standards and Education Fund (LEOSE). Supervised a team of 12 police officers and administrative staff, handling procurement, inventory management, technology implementation, and reporting.
- Oversaw the certification and college reimbursement offices, ensuring officers received appropriate Texas Commission of Law Enforcement (TCOLE) credits and college reimbursements per departmental policy.
- Supervised the TCOLE Coordinator, who also served as custodian for open records requests. Attended quarterly TCOLE meetings when available.
- Directed the Officer Safety Unit, providing training and evaluation for cadets in crime scene investigation and traffic stops.
- Served as Internal Affairs Sergeant.

- Coordinated the construction of various facilities including a driver's training building, running track, gym floor, and managed additional special projects for the Division Commander.
- Obtained approval for and directed the implementation of a Retiree Recertification Unit within the Training Division, enhancing efficiencies and reducing costs for over 2,000 retired officers.

Sergeant, Jail Division

(2004 - 2008)

- Managed jail operations for two facilities (Central / Southeast), overseeing an administrative staff of five, a \$250,000+ supply budget, fleet management, facility maintenance, procurement, inventory control, and contract administration and reporting.
- Held concurrent responsibility as Training Sergeant to educate and train police cadets, officers, and jail attendants in jail procedures and systems.
- Coordinated with the City of Houston Health Department during monthly meetings and with a Federal Court appointed Jail Monitor on a quarterly basis regarding prisoner welfare.
- Supervised the installation of new camera and communication systems.
- Assisted the Captain and Lieutenant with negotiations between the Houston Police Department and the Harris County Sheriff's Department concerning a potential jail merger.

Police Officer, Burglary and Theft Division (1998 – 2004)

- Conducted investigations into financial crimes, including forgery, credit card offenses, fraudulent credit applications, computer crimes, and embezzlement.
- Executed surveillance operations, collected and analyzed financial evidence, and worked collaboratively with detectives, complainants, and witnesses to identify suspects.

Police Officer, Northwest & North Divisions (1994 – 1998)

- Successfully completed the field training program at North Division and subsequently assigned to Northwest Division, tasked with investigating crime scenes, securing evidence, facilitating interviews, documenting investigations, and conducting follow-up investigations on criminal activities.
- Developed and maintained professional relationships with other law enforcement agencies.

HARRIS COUNTY SHERIFF'S DEPARTMENT, Houston, Texas Deputy Sheriff

1990 – 1994

- Assigned to the Detention Bureau within the Jail Division, responsible for ensuring the care and control of over 800 inmates, including those in high-risk lockdown areas.
- Transferred to the Commissary Division to oversee inventory control operations for the jail commissary, encompassing receiving, stocking, and distribution tasks.

HOUSTON POLICE DEPARTMENT, Houston, Texas **Jail Attendant**

1989 - 1990

As a civilian jail attendant, responsible for processing prisoners received from patrol
officers, including tasks such as intake, searching, inventory management of personal
property, fingerprinting, housing, bonding and releasing, as well as transfers to Harris
County Jail.

EDUCATION, CERTIFICATIONS & CONTINUING PROFESSIONAL DEVELOPMENT

Master of Business Administration, Banking & Financial Institutions
Bachelor of Business Administration, Finance
Sam Houston State University, Huntsville, Texas

Graduate, Houston Police Academy • Graduate, Harris County Sheriff's Academy
Master Peace Officer Certification • TCOLE Instructor • Field Training Instructor
Field Training Evaluator • TCOLE Jailer Certification
Active Member of International Association of Chiefs of Police

Lifetime Member, Houston Livestock Show and Rodeo Lifetime Member, Montgomery County Fair Association Life Member, Sam Houston State University Alumni Association

PUBLICATIONS

Simmons, S.W., Griffin, H.F., Real Option Technology in Appliance Extended Warranty Valuation, Academy of Accounting and Financial Studies Journal, 2005 (Pgs. 125-133)

Steven W. Simmons, MBA

REFERENCES

David Angelo

Chief of Police Firestone, Colorado

Chief Angelo was my immediate supervisor from 2015 to 2016 when I was a Sergeant assigned to the Eastside Division.

Mark Lentini

Captain (retired)

Captain Lentini was my immediate supervisor from 2019 to 2021 when I was a Lieutenant assigned to the Central Division

Michael Donato

Sergeant, Mayor's Protection Detail Houston Police Department

Sergeant Donato and I worked together as Sergeants from 2010 to 2015 when assigned to the Central Division and then I was his Lieutenant when assigned to Central Division from 2019 to 2022.



Sam Houston State

Sam Houston State

University /Huntsville,

University /Huntsville,

2005

1997

2007

2003

05/2007

05/2003

Graduate School

Undergraduate

College or

University

THE STATE OF TEXAS APPLICATION FOR EMPLOYMENT

Date Received	
Time Received	
Received By	

PRINT IN BLACK INK OR TYPE. These instructions must be followed exactly. Fill out application form completely. If questions are not applicable, enter "NA." Do not leave questions blank. Be sure to sign when completed. The State of Texas is an Equal Opportunity Employer and does not discriminate on the basis of race, color, national origin, sex, religion, age or disability in employment or the provision of services. You may make copies of this application and enter different position titles, but each copy must be signed. Resumes will not be accepted in lieu of applications, unless specifically stated in the job vacancy notice. This application becomes public record and is subject to disclosure.

With few exceptions, you have the right to request and be informed about information that the State of Texas collects about you. You are entitled to receive and review the information upon request. You also have the right to ask the state agency to correct any information that is determined to be incorrect. (Reference: Government Code, Sections 552.021, 552.023 and 559.004.)

NAME	Simmons		Steven		Wayne		
	(Last)		(First)		(Middle)		
						. <u>(v</u>	/ork Phone, Optional)
E-MAIL ADDRES	SS						200000000000000000000000000000000000000
List any other n	names used if different fi	om name on this appl	lication. Steve				
	of position or type of wor Director - Texas Departme		ch you wish to	Job Postii 16879170		External Job #	Closing Date 07/12/2025
	gency with which you wi partment of Criminal Justic		ı have any rela	tives working fo	or this agency?	? If so, list name	s and
Full-Time ☑ Part	t-Time □ Summer □ Ter	np/Project □ Date ava	ailable for work?:	Two weeks from	m job offer		
Are you at least 1	17 years of age?						
Are you willing to	work hours other than 8-5	Yes ☑ No □	What days are y	ou unable to wo	k? <u>N/A</u>		
Are you willing to	travel? Yes 🗹 No	☐ If yes, what	percent of time?	75%			
Current Driver's L	icense # (if required for po	sition)				r's License	Yes □ No ☑
Geographic prefe	erence. (Be specific to city/a	rea. If no preference, wi	rite "statewide.") Huntsville		-	
If your answer is disposition of the	eeen convicted of a felony "Yes," explain in concise d case(s). A conviction may ions of misdemeanors	etail on a separate page,	, giving dates and	d nature of the of	fense, name and	d location of the co	
	OTE: Applicants may be reduate or GED? Yes ☑ No					ons, and registrati heran High North,	
Type of School	Name and Location of School	Dates Attended	Date Graduated	Expected Graduation Date	Sem/Clock Hours Completed	Type of Diploma or Degree	Major/Minor Fields of Study
		From TO Mo. Yr. Mo. Yr.					V-0

Master's Degree MBA - Banking

Bachelor's

Degree

and Financial Institutions

BBA - Finance

AN EQUAL OPPORTUNITY EMPLOYER

If a license, certificate, or other authorization is required or related to the position for which you are applying, complete the following:

LICENSE/CERTIFICATION (P.E., R.N., Attorney, C.P.A., etc.)	Date Issued	Date Expires	Issued by/Location of issuing authority (State or other authority) (City & State)	License No.
License	06/2003		Texas Commission on Law Enforcement (Austin/TX)	100197

Special Training/Skills/Qualifications: List all job related training or skills you possess and machines or office equipment you can use, such as calculators, printing or graphics equipment, computer equipment, types of software and hardware. (Attach additional page, if necessary.) Approximately how many words per minute do you type? 40 + wpm Sign Language (If required for this position) Yes □ No ☑ Are you a certified interpreter? Yes No V Do you speak a language other than English? (If required for this position) Yes □ No ☑ If yes, what language(s) do you speak? How Fluently? Excellent Fair Good Do you write in a language other than English? (If required for this position) Yes □ No ☑ If yes, which language(s) do you write? Have you ever been employed by the State of Texas? Yes □ No ☑ Are you currently employed by the State of Texas? Yes No V If you have been previously employed by the State of Texas, list the agency/agencies: FORMER FOSTER YOUTH (Verification may be required.) Were you a foster youth under the Texas Department of Family and Protective Services on the day before your 18th birthday? Yes □ No ☑ If yes, are you currently 25 years of age or younger? Yes MILITARY SERVICE (A copy of a report of separation from the Armed Services may be required.) Are you a veteran? Yes □ No ☑ If yes, list type of discharge: Are you a surviving spouse of a veteran who has not remarried? Yes ☐ No ☑ Are you a surviving orphan of a veteran? Yes □No ☑ If yes, complete dates of service for veteran Are you the spouse of a member of the US armed forces or Texas National Guard serving on active duty? Yes

No Are you the spouse and primary source of income for a veteran who has a total disability with a rating of at least 70 percent or on individual unemployability? Yes □ No ☑ PLEASE READ THE FOLLOWING STATEMENTS CAREFULLY AND INDICATE YOUR UNDERSTANDING AND ACCEPTANCE BY SIGNING IN THE SPACE PROVIDED 1. I certify that all the information provided by me in connection with my application, whether on this document or not, is true and complete, and I understand that any misstatement, falsification, or omission of information may be grounds for refusal to hire or, if hired, termination. 2. I understand that as a condition of employment, I will be required to provide legal proof of authorization to work in the U.S. 3. I understand the State of Texas requires all males who are 18 through 25 and required to register with the Selective Service, to present either proof of registration or exemption from registration upon hire. 4. Lunderstand that some state agencies will check with the Texas Department of Public Safety, the Federal Bureau of Investigation or other organizations, for any criminal history in accordance with applicable statutes. 5. I authorize any of the persons or organizations referenced in this application to give you any and all information concerning my previous employment, education, or any other information they might have, personal or otherwise, with regard to any of the subjects covered by this application, and I release all such parties from all liability from any damages which may result from furnishing such information to you. THIS APPLICATION MUST BE SIGNED SIGN HERE: X Date Signature - Applicant

EMPLOYMENT HISTORY

This information will be the official record of your employment history and must accurately reflect all significant duties performed. Summaries of experience should clearly describe your qualifications.

- 1. <u>Include ALL employment. Begin with your current or last position and work back to your first.</u> Employment history should include **each position** held, even those with the same employer.
- 2. EMPLOYER ADDRESSES MUST BE COMPLETE MAILING ADDRESSES, INCLUDING ZIP CODE.
- 3. Answer all questions and completely summarize your experience including technical and managerial responsibilities and any special training, skills and qualifications for each position you have held.

If you need additional space to adequately describe your employment history, you may use this employment history sheet or attach a typed employment history providing the same information in the same format as this application form.

Name	Sim	nmons				Steven		Wayne				
	(La	st)				(First)		(Middle)				
Position	Title: L	_ieutena	nt					Immediate Supervisor Name:	Full-Time	 ✓		
Employe	er: Hou	ston Po	lice Depa	rtment				Steven Spears	Part-Time			
Mailing A	Addres	s: 1200 1	Travis					Title:	Summer			
City & St	tate/ZII	P: Hous t	on, TX 77	002				Captain	Temp/Project			
Employe	r Telep	phone No	o.: (713) 3	08-1500)			Supervisor's Telephone No.:				
Starti	ng Dat	te	Leaving D	Date	Current/	Technical			Give average # of hours worked pe	or.		
									week if part-time:0.			
Mo [Day	Yr N	lo Day	Yr	Final Salary	Non-Managerial		If supervisory, number of employees you supervised:				
01	15 2	2022 0	4 02	2022	\$120,000.00	Supervisory/Managerial	V	45				
Summa	ary or e	experier	ice inclu	aing sp	eciai training/skilis/q	jualifications you have u	isea	n the performance of this job:				
• C	oord	linate	d with	Comi	mand Center a		es fo	ort patrol decisions. or critical incidents. and productivity.				
• In	nplei	mente		-day	rotation in Inve			or staff development.				
Position	Title: L	_ieutena	nt					Immediate Supervisor Name:	Full-Time	V		
Employe	er: Hou	ston Po	lice Depa	rtment				Mark Lentini	Part-Time			
Mailing A	Addres	s: 1200 1	Γravis					Title:	Summer			
City & St	tate/ZII	P: Hous t	on, TX 77	354				Captain	Temp/Project			
Employe	er Telep	phone No	o.: (713) 3	08-1500)			Supervisor's Telephone No.:				
Starti	ng Dat	te	Leaving D	Date	Current/	Technical	$\overline{}$	1	Give average #			

Summary of experience including special training/skills/qualifications you have used in the performance of this job:

Final Salary

\$120,000.00

Mo

Day

Yr

Mo

Dav

01

Yr

2022

Non-Managerial

Supervisory/Managerial

Developed and implemented strategies to address critical investigations and support issues. Managed the day shift patrol as Shift Commander, directing over 100 employees including officers and civilians. Participated in town hall meetings and monthly Positive Interaction Program (PIP) meetings to establish community partnerships.

☑ 100

supervised:

If supervisory, number of employees you

of hours worked per week if part-time:0.00

- Concurrently served as Administrative Lieutenant for six months overseeing Internal Affairs, Crime Analysis
 section, budgets including general fund and overtime, fleet operations, facility maintenance, complex security,
 inventory management, technology coordination, and reporting.
- Managed the Community Services (formerly Storefronts), including the Police Activities League (PAL) and Central Division Explorers program while serving concurrently as Administrative Lieutenant.
- Collaborated with the Memorial Park Conservancy on monthly public safety meetings and assigned a
 dedicated Memorial Park patrol officer to enhance visibility and deter criminal activity.
- Petitioned and secured approval from the Mayor's Office of Homeland Security to install additional surveillance cameras in Memorial Park to reduce crime and alleviate fears related to crime.
- Coordinated with Public Works and Traffic Mobility Departments to identify evacuation routes during hurricanes and flooding events, with corresponding plotter maps strategically placed in the Captain's office and Sergeant's office for reference.
- Established strategic partnerships with local area hotels, restaurants, and grocery stores to provide food and shelter for officers impacted during catastrophic events when the Department was fully mobilized.
- Selected as Divisional Training Coordinator to oversee Probationary Police Officer Field Training Program and Sergeant Training Program. Improved the quality of training for Probationary Police Officers by enhancing the Probationary Police Officer Training Book and coordinated with Specialized Divisions, such as Mental Health Division and Driving While Intoxicated (DWI) Task Force, to provide advanced training.
- Implemented overtime programs in high-crime areas with increased police presence to reduce crime based on crime analysis and community input.
- Managed Municipal Court security and police complex security with assigned police officers.

Specific reason for leaving: Career Advancement.

•

Position Title: Lieutenant Employer: Houston Police Department			
Employer: Houston Police Department	Immediate Supervisor Name:	Full-Time	\checkmark
	Wyatt Martin	Part-Time	
Mailing Address: 1200 Travis	Title:	Summer	
City & State/ZIP: Houston, TX 77002	Assistant Chief - Retired	Temp/Project	
Employer Telephone No.: (713) 308-1500	Supervisor's Telephone No.:	Cive everene #	
Starting Date Leaving Date Current/ Technical	-	Give average # of hours worked per	
Mo Day Yr Mo Day Yr Final Salary Non-Managerial	If supervisory, number of employees you supervised:	week if part-time:0.0)0
	☑ 40		
Summary of experience including special training/skills/qualifications you have use Selected by the Executive Command Staff to deliver adminis Command Center and Real Time Crime Center unit across a Led a team of sergeants, officers, analysts, and staff to demergencies.	strative management and shift lead all three shifts.	·	
 Improved employee morale and productivity by introduci Sourced vendors to update technology, enhancing the R databases. 		•	tyle.
Acted as primary liaison between the Department Opera during disasters, centralizing information dissemination.	·		
 Played a key role in the revision of all Significant Event Norders concerning Command Center responsibilities and no Collaborated with multiple government agencies and private of the content	tifications.		
of Real-Time Crime Center operations. Specific reason for leaving: Career Advancement.			
Position Title: Sergeant	Immediate Supervisor Name:	Full-Time	
Position Title: Sergeant Employer: Houston Police Department	Immediate Supervisor Name:	Full-Time	<u> </u>
Employer: Houston Police Department	David Angelo	Part-Time	
Employer: Houston Police Department Mailing Address: 1200 Travis	David Angelo Title:	Part-Time Summer	
Employer: Houston Police Department Mailing Address: 1200 Travis City & State/ZIP: Houston, TX 77354	David Angelo Title: Lieutenant - Retired	Part-Time	
Employer: Houston Police Department Mailing Address: 1200 Travis City & State/ZIP: Houston, TX 77354 Employer Telephone No.: (713) 308-1500	David Angelo Title:	Part-Time Summer Temp/Project Give average # pf hours worked pe	_ _ _
Employer: Houston Police Department Mailing Address: 1200 Travis City & State/ZIP: Houston, TX 77354 Employer Telephone No.: (713) 308-1500 Starting Date	David Angelo Title: Lieutenant - Retired Supervisor's Telephone No.: If supervisory, number of employees you supervised:	Part-Time Summer Temp/Project Give average #	_ _ _
Employer: Houston Police Department Mailing Address: 1200 Travis City & State/ZIP: Houston, TX 77354 Employer Telephone No.: (713) 308-1500 Starting Date	David Angelo Title: Lieutenant - Retired Supervisor's Telephone No.: If supervisory, number of employees you supervised: 20	Part-Time Summer Temp/Project Give average # pf hours worked pe	_ _ _
Employer: Houston Police Department Mailing Address: 1200 Travis City & State/ZIP: Houston, TX 77354 Employer Telephone No.: (713) 308-1500 Starting Date	David Angelo Title: Lieutenant - Retired Supervisor's Telephone No.: If supervisory, number of employees you supervised: 20	Part-Time Summer Temp/Project Give average # pf hours worked pe	_ _ _
Employer: Houston Police Department Mailing Address: 1200 Travis City & State/ZIP: Houston, TX 77354 Employer Telephone No.: (713) 308-1500 Starting Date	David Angelo Title: Lieutenant - Retired Supervisor's Telephone No.: If supervisory, number of employees you supervised: 20 d in the performance of this job: budget oversight, fleet operations,	Part-Time Summer Temp/Project Give average # of hours worked per week if part-time:0.0	_ _ _
Employer: Houston Police Department Mailing Address: 1200 Travis City & State/ZIP: Houston, TX 77354 Employer Telephone No.: (713) 308-1500 Starting Date	David Angelo Title: Lieutenant - Retired Supervisor's Telephone No.: If supervisory, number of employees you supervised: 20 d in the performance of this job: budget oversight, fleet operations, coordination, and reporting.	Part-Time Summer Temp/Project Give average # of hours worked perweek if part-time:0.0	
Employer: Houston Police Department Mailing Address: 1200 Travis City & State/ZIP: Houston, TX 77354 Employer Telephone No.: (713) 308-1500 Starting Date Leaving Date Current/ Technical Mo Day Yr Mo Day Yr Final Salary Non-Managerial 01 31 2015 02 24 2016 Supervisory/Managerial Summary of experience including special training/skills/qualifications you have use Managed administrative duties for police team, including maintenance, security, inventory management, technology of	David Angelo Title: Lieutenant - Retired Supervisor's Telephone No.: If supervisory, number of employees you supervised: 20 d in the performance of this job: budget oversight, fleet operations, coordination, and reporting. support patrol decisions and overt	Part-Time Summer Temp/Project Give average # of hours worked perweek if part-time:0.0	
Employer: Houston Police Department Mailing Address: 1200 Travis City & State/ZIP: Houston, TX 77354 Employer Telephone No.: (713) 308-1500 Starting Date	David Angelo Title: Lieutenant - Retired Supervisor's Telephone No.: If supervisory, number of employees you supervised: 20 d in the performance of this job: budget oversight, fleet operations, coordination, and reporting. support patrol decisions and overtents.	Part-Time Summer Temp/Project Give average # of hours worked perweek if part-time:0.0	

Position Title: Sergeant

Immediate Supervisor Name:

 \checkmark

Full-Time

Employer: Houston Police Department		Andy King	Part-Time	
Mailing Address: 1200 Travis		Title:	Summer	
City & State/ZIP: Houston, TX 77354		Lieutenant - Retired	Temp/Project	
Employer Telephone No.: (713) 308-1500		Supervisor's Telephone No.:		
Starting Date Leaving Date Current	Technical		Give average # of hours worked per week if part-time:0.00	
Mo Day Yr Mo Day Yr Final Sal	ry Non-Managerial	If supervisory, number of employees you supervised:	, , , , , , , , , , , , ,	
07 24 2010 01 31 2015	Supervisory/Managerial ✓	75		

Summary of experience including special training/skills/qualifications you have used in the performance of this job:

- Supervised a team of police officers responsible for responding to service calls within the Central Division.
- Oversaw roll calls and ensured compliance with departmental standards regarding staffing, equipment, vehicles, and service quality.
- Managed officers assigned to Municipal Court security and police complex security.
- Initiated the Washington Corridor overtime program, significantly enhancing police presence to reduce crime.
- Instituted a 30-day rotation among various Investigative Divisions for officers, demonstrating a strong commitment to staff development.

Specific reason for leaving: Career Advancement.

Position	Position Title: Sergeant							Immediate Supervisor Name:	Full-Time	\checkmark	
Employer: Houston Police Department							Mary Lentshke	Part-Time			
Mailing Address: 1200 Travis							Title:	Summer			
City &	City & State/ZIP: Houston, TX 77354							Assistant Chief - Retired	Temp/Project		
Emplo	yer Tel	ephone	No.: (713) 3	08-150)			Supervisor's Telephone No.:		
Starting Date Leaving Date		ate	Current/	Technical			Give average # of hours worked per week if part-time:0.00				
Мо	Day	Yr	Мо	Day	Yr	Final Salary	Non-Managerial		If supervisory, number of employees you supervised:	·	
03	08	2008	07	24	2010		Supervisory/Managerial	$\overline{\checkmark}$	12		

Summary of experience including special training/skills/qualifications you have used in the performance of this job:

- Transferred to an administrative role in the Training Division, overseeing training for over 280 cadets annually.
- Managed three divisional budgets totaling approximately \$400,000, including the Law Enforcement Officer Standards and Education Fund (LEOSE). Supervised a team of 12 police officers and administrative staff, handling procurement, inventory management, technology implementation, and reporting.
- Oversaw the certification and college reimbursement offices, ensuring officers received appropriate Texas
 Commission of Law Enforcement (TCOLE) credits and college reimbursements per departmental policy.
- Supervised the TCOLE Coordinator, who also served as custodian for open records requests. Attended quarterly TCOLE meetings when available.
- Directed the Officer Safety Unit, providing training and evaluation for cadets in crime scene investigation and traffic stops.
- Served as Internal Affairs Sergeant.
- Coordinated the construction of various facilities including a driver's training building, running track, gym floor, and managed additional special projects for the Division Commander.
- Obtained approval for and directed the implementation of a Retiree Recertification Unit within the Training

Divi	sion,	enha	anc	ing e	fficie	ncies and redu	ucing costs for ove	er 2,	000 retired officers.		
Spec	ific rea	ason f	or le	aving:	Caree	r Advancement.					
Positio	n Title:	Serge	ant						Immediate Supervisor Name:	Full-Time	
		_		e Depai	rtment				Patrick Dougherty	Part-Time	
	-	ss: 120		-					Title:	Summer	
'				n, TX 77	002				Lieutenant - Retired	Temp/Project	
1				(713) 3)			Supervisor's Telephone No.:		_
Sta	rting D	ate	Le	eaving D	Date	Current/	Technical		1	Give average # of hours worked per	
Мо	Day	Yr	Мо	Day	Yr	Final Salary	Non-Managerial		If supervisory, number of employees you supervised:	week if part-time:0.0	
08	14	2004	03	08	2008		Supervisory/Managerial	<u> </u>	5		
Sumn	nary of	f exper	ienc	e includ	ding sp	ecial training/skills/o	qualifications you have υ	ısed i	n the performance of this job:	•	
atter	 Coordinated with the City of Houston Health Department during monthly meetings and with a Federal Court appointed Jail Monitor on a quarterly basis regarding prisoner welfare. 										
Spec	ific rea	ason f	or le	aving:	Caree	r Advancement.					
Positio	n Title:	Police	Offic	-or					Immediate Supervisor Name:	Full-Time	
				e Depai	rtment				Raymond Rice	Part-Time	
	-	ss: 120		-					Title:	Summer	
'				n, TX 77	002				Sergeant - Retired	Temp/Project	
-		ephone							Supervisor's Telephone No.:		_
Sta	rting D	ate	Le	eaving D	Date	Current/	Technical			Give average # of hours worked per week if part-time:0.0	
Мо	Day	Yr	Мо	Day	Yr	Final Salary	Non-Managerial	V	If supervisory, number of employees you supervised:	Wook ii pair timo.o.k	
04	18	1998	08	14	2004		Supervisory/Managerial		0		
Sumn	nary of	f exper	ienc	e includ	ding sp	ecial training/skills/d	qualifications you have υ	ısed i	n the performance of this job:		
• I dete	ication Executive	ons, cuted es, co	con sur omp	npute veilla olaina	er crir ance ants, a	nes, and embe operations, co and witnesses	ezzlement.	zed	orgery, credit card offenses, fra		with
Spec	1110 186	uouii I	J1 16	aviiiy:	1 101110	oted to Sergeant.					
Positio	n Title:	Police	Offic	cer					Immediate Supervisor Name:	Full-Time	\square

Employer: Houston	Police	Depar	tment			Unknown	Part-Time [
Mailing Address: 12	00 Trav	/is				Title:	1_		
City & State/ZIP: Ho	uston,	TX 770	002			Sergeant	Temp/Project [
Employer Telephone	e No.:					Supervisor's Telephone No.:			
Starting Date	Lea	aving D	ate	Current/	Technical		Give average # of hours worked per week if part-time:0.00		
Mo Day Yr	Мо	Day	Yr	Final Salary	Non-Managerial ☑	If supervisory, number of employees you supervised:	week ii pait-time.o.oo		
01 06 1996	04	18	1998		Supervisory/Managerial	0			
Summary of experience including special training/skills/qualifications you have used in the performance of this job:									
 Successfully completed the field training program at North Division and subsequently assigned to Northwest Division, tasked with investigating crime scenes, securing evidence, facilitating interviews, documenting investigations, and conducting follow-up investigations on criminal activities. Developed and maintained professional relationships with other law enforcement agencies. 									
Specific reason	for lea	ving:	Caree	r Advancement.					
						1			
Position Title: Depu	•					Immediate Supervisor Name:		a	
Employer: Harris Co	ounty S	Sheriff'	s Depa	rtment		King	Part-Time [
Mailing Address: 12	00 Bak	er				Title:	Summer [
City & State/ZIP: Ho	uston,	TX 770	002			Sergeant - Retired	Temp/Project [
Employer Telephone		D	-4-	Commont!	Transition .	Supervisor's Telephone No.:	Ci		
Starting Date Leaving Date Current/ Technical		Technical		Give average # of hours worked per					
Mo Day Yr	Мо	Day	Yr	Final Salary	Non-Managerial ✓	If supervisory, number of employees you supervised:	week if part-time:0.00		
06 22 1990	12	30	1994		Supervisory/Managerial	0			
Summary of expe	rience	includ	ling sp	ecial training/skills/q	ualifications you have used	in the performance of this job:			
over 800 inmTransferr	ates ed to	, incl	udin Com	g those in high- nmissary Division	-risk lockdown areas	responsible for ensuring the care a c. ory control operations for the jail co			
Specific reason	for lea	ving:	Resigr	ned to work for the H	Houston Police Department.				
Position Title: Jail A	ttenda	nt				Immediate Supervisor Name:	Full-Time	<u> </u>	
Employer: Houston			tment			Unknown - Various			
Mailing Address: 12		•				Title:	1_		
City & State/ZIP: Ho			102			Sergeant			
Employer Telephone						Supervisor's Telephone No.:		_	
Starting Date		aving D	ate	Current/	Technical		Give average # of hours worked per		
Mo Day Yr	Мо	Day	Yr	Final Salary	Non-Managerial ☑	If supervisory, number of employees you supervised:	week if part-time:0.00		
04 17 1989	06	22	1990		Supervisory/Managerial	0	<u></u>		
Summary of expe	rience	includ	ling sp	ecial training/skills/q	ualifications you have used	in the performance of this job:			
such as intak	e, se	earch	ning,		agement of personal	oners received from patrol officers property, fingerprinting, housing,		;	

Specific reason for leaving: Resigned to work for Harris County Sheriff's Department / Career Advancement.

TEXAS DEPARTMENT OF CRIMINAL JUSTICE EMPLOYMENT APPLICATION SUPPLEMENT

Please check those that apply
☐ New Applicant
Former Employee
☐ Veteran's Reinstatement
ERS Retiree

INSTRUCTIONS: All questions must be answered in full. Print in BLACK INK or TYPE. If you are applying for a Correctional Officer or Parole Officer position, you are required to complete and submit a PERS 282B or PERS 282C, Statement of To download this form, select Employment then Download Applications from the TDCJ website (www.tdcj.texas.gov). Scroll down and select the appropriate link to download.

NOTE TO APPLICANTS: With few exceptions, you are entitled upon request: (1) to be informed about the information the TDCJ collects about

Code					the collected information. Under Texas Government accorrect information the TDCJ has collected about yo
1.	NAME: Simmons	Steven	Wayne	2. SO	CIAL SECURITY NO.
	Last (As it appears	First on your Social Security	Middle (Card)		
				E OF BIRT	TH (STATE)
		quired to estab			old and to help establish identity in conducting a criminal
5.	DRIVER'S LICENSE NO). <u>:</u>			
6.	Have you previously been If yes, give unit(s)/depart		DCJ or worked in a T	DCJ facility	ty on a contract basis? Yes No 🗸
7.	Are you related to any en If yes list name relations		the state of the s	exas Board o	of Criminal Justice?
8.	May we contact your pre	sent employer for a	reference? Yes	No No No	ot presently employed 🗸
9a.	Have you ever been fired If yes to either of the que				en asked to resign from a job? Yes No 🗸
9b.	Have you engaged in sex institution? Yes No		, jail, lockup, commu	nity confine	ement facility, juvenile facility, or other
9c.					ty in the community facilitated by force, overtoo hable to consent or refuse? Yes \square No \square
9d.					nal activity in the community facilitated by force or was unable to consent or refuse?
9e.	Have you been involved in If yes, please explain:	n any substantiated i	incidents of sexual ha	rassment?	Yes No 🗸
10.	Are you willing to work a	my day of the week	required for the posit	ion for whic	ch you are applying? Yes 📈 No 🗌
11.	If you are a male, age 18	through 25, have y	you registered with th	e Selective	Service? Yes No No
	If no, are you exempt from	n registration? Yes	☐ No ☐ I am n	ot a male, ag	ge 18-25 🗸
12a.	Are you or any immediate related to a current or for name of the offender(s):				to your parent, brother, sister, spouse, or child)
12b.	Are you now or have you or on parole)? This inclu If yes, provide the name of	des marriage, comm			current or former TDCJ offender (incarcerated or had a child together
12c.	Do you have a current bu		44.5	6.4 22	
		f ye	es, provide the name of	of the offend	der(s):
12d.	Are you on a current TDO If yes, provide the name of		on list?		
12e.	Have you corresponded in If yes, provide the name of		,		

PERS 282 (01/22)

Notes

- If you answered yes to Question 12a, 12b, 12c, 12d, or 12e, above, you are required to complete and submit a PERS 282A, Additional Offender Information form. This form is available from the TDCJ website.
- If you have a personal relationship with an offender, who is not a relative, be sure to read the "Offender Relationships" paragraph on Page 4 of this Supplement.

IMPORTANT

Read the definition of conviction in Question 15. When answering questions 13 through 15, do not include: (1) any violation of law committed before your 17th birthday if the final decision was made in juvenile court or under a youth offender law; (2) any conviction whose record was expunged under federal or state law; (3) minor traffic violations. **DWI**, **DUI**, **Open Container** and **Driving While License Suspended** are not minor traffic violations and must be listed.

13.		have any criminal No 🔽 If yes, p		nding? (examples: payi	ng fines or restitutio	on, waiting for court date, etc.)			
14.		on parole or problease explain:	ation, deferred adjudi	cation or under a pre-tria	al diversion agreeme	ent? Yes No 🗸			
15.		ist each one below		emeanor or felony)? Ye may not appear on you		ne. Attach an additional page if			
				n the TDCJ, convictions adjudication), and cour		o confinement, paid fine, time 1.			
Cor Dat	viction e	Felony or Misdemeanor	Offense	Offense Class	City & State	Punishment			
	other La	w Enforcement W	eapons as may be ne		duties? Yes 🗸 N	ion, do you agree to use firearms and lo			
16c.				eral employment author bles: A05, A12, C08, C09		EAD), please provide the category Not Applicable			
17.	Are you	now or have you	ever been a member o	of a street gang? Yes	No 🗸				
	superior		ndependence from go	or affiliated with an orga overnmental laws and re		tes racial, ethnic or gender ow of the United States			
	If you answered yes to either of these questions, provide the following information:								
	a. Nam	e of the organizati	on and dates of mem	bership:					
	b. Posit	tion or positions ye	ou held in the organiz	ation:					
	с. Агте	sts and/or convicti	ons resulting from yo	ur activities as a membe	r:				
18.	associat laws and	ed with organization	ons that promote racia erthrow of the United	al, ethnic or gender supe	riority or separation	ith a street gang or that are , independence from governmental yes, provide a description and			

CONDITIONS OF EMPLOYMENT

Minimum Standards for all Applicants

- Must be a U.S. citizen or an immigrant with lawful status, who is authorized to work in the U.S.
- 2. Must be at least 18 years of age
- Must possess a High School Diploma from an accredited senior high school or equivalent or a state-issued General Education Development (GED) certificate
- 4. Must not be on probation for any criminal offense
- Must not have pending charges for any criminal offense or have an outstanding warrant
- Convicted felons (or those convicted of an equivalent offense under the Uniform Code of Military Justice) do not become eligible for consideration until 10 years have elapsed since termination of sentence.
- 7. Must not be on active duty in the military (persons on terminal leave from active duty may apply)
- 8. Males, age 18 through 25, must be registered with the Selective Service if required to do so by Federal Law.
- Must be able to perform the essential functions of the position applied for, with or without reasonable accommodation
- 10. Must pass the TDCJ drug test
- All applicants, who may have contact with offenders, are ineligible for employment if they have committed any activity described in questions 9b, 9c, or 9d.

Additional Minimum Standards for Correctional Officer and other Security Applicants

- 1. Never have been convicted of a felony
- Not have been convicted of a Class A misdemeanor, or the equivalent, within the last 10 years
- Not have been convicted of a Class B misdemeanor, or the equivalent, within the last 3 years
- Never have been convicted of an offense that involved domestic violence
- Not have been discharged from the Armed Forces under dishonorable conditions
- Must pass the TDCJ pre-employment test and physical agility test

The Gun Control Act, 18 U.S.C. § 922(g), makes it unlawful for certain categories of persons to possess firearms or ammunition, to include a person:

- Who has been convicted in any court of a crime punishable by imprisonment for a term exceeding one year;
- 2. Who is a fugitive from justice;
- Who is an unlawful user of or addicted to any controlled substance (as defined in 21 U.S.C. § 802);
- Who has been adjudicated as a mental defective or has been committed to a mental institution:
- 5. Who is an illegal alien;
- Who has been discharged from the Armed Forces under dishonorable conditions;
- 7. Who has renounced his or her United States citizenship;
- Who is subject to a court order restraining the person from harassing, stalking, or threatening an intimate partner or child of the intimate partner; or
- Who has been convicted in any court of a misdemeanor crime of domestic violence.

Requirement to Report to Work in Emergency Situations

In an emergency situation that presents an immediate or potential threat to public safety as determined by a Warden or Department Head, it is mandatory that the following essential staff report to work: a) correctional officers and supervisors; b) parole officers and parole supervisory staff; and c) staff necessary to support emergency operations. Employees may be required to work overtime, have work schedules changed, have days off cancelled, and be temporarily reassigned to a different work location. If an employee is absent based on a claim of illness or injury on a day or days the employee was required to report to duty during an emergency response situation, the employee may be required to furnish a health care provider's statement within two workdays after the employee returns to work.

Mandatory evacuation orders given by local or state officials (e.g., for anticipated landfall of a hurricane) do not relieve employees from the requirement to report to work as required by their assigned daily schedule card or as directed by a supervisor in emergency situations. Failure to report to duty or remain on duty may result in disciplinary action up to and including dismissal from employment.

Important Note

For purposes of employment with the TDCJ, convictions include sentenced to confinement, paid fine, time served, placed on probation (includes deferred adjudication) and court-ordered restitution.

Additional Standards for Non-Security Applicants are stated in job posting and position descriptions. In addition, Parole Officers are required to have access to and be willing to use their own transportation for work and that they carry liability insurance. Parole Officers must not have been convicted of any offense involving domestic violence, and must not have been discharged from the Armed Forces under dishonorable conditions. Minimum standards for entry level Substance Abuse Counselor applicants will be explained by the contact person listed on the job posting.

Assignments

Initial assignment locations within the TDCJ are determined by applicant preference, consistent with the needs of the agency. The TDCJ reserves the right to reassign employees to different locations if necessary to meet its needs. Employees may submit a request for reassignment to another location in accordance with published procedures. However, there are many requests on file for certain areas and the waiting time for reassignment to these areas may be excessive.

Employee Drug and Alcohol Testing

All employees are subject to reasonable suspicion drug and alcohol testing.

Overtime

Employees who are authorized overtime and required to work overtime will be given Fair Labor Standards Act (FLSA) compensatory time. This compensatory time will be banked, used, or cashed out consistent with TDCJ policy.

Continued on next page

CONDITIONS OF EMPLOYMENT (Continued)

Falsification of Application

It is important that the employment application be filled out completely and accurately. Any determination that the application has been falsified is grounds for refusing employment or terminating employment if already employed.

Organizational Affiliations

Affiliation with organizations that threaten the safety and security of a TDCJ facility may result in disqualification or termination of employment.

Employment Rights

Employees of the TDCJ are "at will" employees. This means that employment is for no definite period and may, regardless of the date or payment of wages and salary, be terminated at any time without prior notice.

Offender Relationships

TDCJ employees are prohibited from continuing or establishing a relationship with an offender or an offender's family member if the relationship jeopardizes or has the potential to jeopardize the security of the TDCJ or compromises the effectiveness of the employee. Prohibited relationships include those involving cohabitation, sexual misconduct or actions that jeopardize or have the potential to jeopardize the security of the TDCJ. This means that employees may not have personal contact or

relationships with offenders currently incarcerated or on parole outside of their official duties if this contact or relationship would jeopardize or has the potential to jeopardize the security of the TDCJ. Prohibited contact includes living together, writing letters or notes, telephone contact, visitation, and depositing funds into an offender's trust fund. If an employee had a child together with an offender, employee contact with the offender or offender's family may be limited to that which is necessary to foster a relationship with the child. As a condition of employment with the TDCJ, employees with prohibited relationships must sever those relationships. Sever means to cease any and all cohabitation, intimate encounters, verbal or written communications, visitation, and other prohibited contact. Continuation of a prohibited relationship after employment with the TDCJ may result in dismissal from employment if a determination is made by the TDCJ that the relationship jeopardizes or has the potential to jeopardize the security of the TDCJ.

Additional Information

Information concerning any event that may affect eligibility for employment with the TDCJ that occurs after the application has been submitted, to include criminal charges, must be provided in writing immediately to the Section Director, Employment, TDCJ Human Resources Headquarters, 2 Financial Plaza, Suite #600, Huntsville, TX 77340. Failure to do so may be considered falsification of the application for employment and may result in disqualification or termination of employment.

CERTIFICATION: I certify that my answers are true, complete, and correct to the best of my knowledge and that I have not evaded or omitted any part thereof to reflect an untruth. I understand that falsification constitutes grounds for refusing or terminating employment. I have also read and understood and I agree to the Conditions of Employment and document requirements in this Supplement.

DUTY TO DISCLOSE: I hereby acknowledge that I have a duty to disclose any sexual misconduct during the term of my employment. I further acknowledge that I have a duty to disclose any misconduct on my part while working for previous employers.

Signature:	Steven Simmons	Date: June 17, 2025	
			$\overline{}$

REQUIRED DOCUMENTS

Applications will not be processed without the required documents. Documents in the application must be photocopies and will become a permanent part of the application. DO NOT INCLUDE ORIGINALS.

- A copy of your current DRIVER'S LICENSE with a photograph and/or date of birth, sex, height, eye color and address. Receipts are not acceptable without the license with photograph. You will also need to present the original license during screening for Correctional Officer applicants or during employment in-processing for non-correctional applicants. (SEE NOTE 1 AND 2, BELOW.)
- 2. A copy of your SOCIAL SECURITY CARD. This must be a copy of the original card issued by the Social Security Office. The following are not acceptable: metal or other reproductions; altered cards; laminated cards that were not signed before lamination; laminated cards that have the statement, "This card is invalid if laminated" on the back and cards that contain the statement, "Valid for work only with DHS Authorization." You will also need to present the original card at the same time you present your driver's license.
- 3. For positions that do not require a college degree: A copy of a DIPLOMA or TRANSCRIPT that documents the highest level of education completed or a copy of a state or military-issued GED Certificate. For positions that do require a college degree: A copy of your COLLEGE DIPLOMA or TRANSCRIPT. Windham School System requires official college transcripts verifying highest degree conferred. SEE NOTE 3, BELOW.
- 4. A copy of the DD Form 214 you were issued for the final period of active duty, if you served in the U.S. military. This must be a complete Member 4 Copy or other copy, which includes the type of discharge. If you are on terminal leave from active duty, attach a letter from your commander indicating the date of discharge and type of discharge. The DD Form 214 must be submitted after the discharge date. If you no longer have your copy of your DD Form 214, you may request a copy on-line at: http://www.archives.gov/research_room/vetrecs

- 5. If you are a male, age 18 through 25, you must provide a copy of your SELECTIVE SERVICE REGISTRATION CARD or proof of exemption from Selective Service registration. If your card is not available, you may obtain proof of registration from the Internet and submit a printed copy of this proof. You may obtain proof of registration or register at the following address: http://www.sss.gov/regist.htm
- 6. A DISPOSITION for each item reported in questions 13, 14 and 15. A disposition is a statement of the charge, date, and the results of the case. If the charge was dismissed, the disposition must state the reason for dismissal. Dispositions can normally be obtained from the clerk of the court having jurisdiction over the case.

NOTES:

- Your original unexpired **Driver's License** and **Social Security** Card may be used to verify your identity and eligibility for employment in the U.S. Both will be immediately returned to you. Verification of eligibility for employment in the U.S. is required by the Immigration Reform and Control Act of 1986.
- 2. If you do not have a driver's license, any of the following documents are acceptable: unexpired State-issued ID Card; U.S. Military ID Card; School ID Card with photograph; unexpired ID Card issued by a federal, state, or local government agency; Voter Registration Card; U.S. Passport; Unexpired Foreign Passport with Employment Authorization; or, Alien Registration Card with photograph.
- Foreign/International diplomas or education credentials must be evaluated by a TDCJ-approved evaluation service or a member organization of the National Association of Credential Evaluation Services (NACES).

For State Agency Use only
Applicant number

APPLICANT EEO DATA FORM

The information requested is optional and is being collected for the purpose of reporting to Federal and Equal Employment Opportunity Agencies and will not be considered as part of the application for employment. It will be separated from the application.

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	01 - Other State Employee		06 - Newspaper					11 - WorkinTexas.com
	02- Job Fair		07 - College/University/0	Career Day				12 - Other (Specify)
	03 - Professional Publication		08 - Human Resource/P	ersonnel Offic	е			
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David SIPPIO

RE: Executive Director

Dear Hiring Manager,

I am writing to express my keen interest in a Regional Operations Manager or similar leadership role within your organization. With over a decade of progressive experience driving strategic operations across public and private sectors—I have obtained my doctorate and I am looking to take on more responsibilities, coupled with my recent tenure as a high-impact executive coach—I am now poised to re-engage in a senior operational leadership position where I can directly influence enterprise performance, scalability, and efficiency.

In my role as Operations Manager for the Charleston Area Rapid Transit Authority, I directed a \$ 100 M+ budget, reduced operational costs by 25%, and improved service efficiency and compliance across multiple departments. I also achieved 100% customer satisfaction through precise reporting and reduced ticket escalations by 20% by enhancing internal processes and collaboration. Under my leadership, OSHA compliance was maintained at 98%, ensuring a safe and efficient workplace.

As Principal Consultant at Nu Thought Coaching and Consulting Group, I delivered targeted coaching and strategy support to over 120 executives and 30 + teams, improving leadership effectiveness scores by 40% and increasing goal attainment by 20%. I also revitalized a previously disengaged department, implementing transformational leadership strategies that earned the team the prestigious Meritorious Award and the Franklin Award for performance excellence.

I am confident that my background in building high-performing teams, optimizing systems, and driving sustainable growth makes me a strong candidate for this position. I welcome the opportunity to speak further about how I can contribute to your organization's continued success.

Thank you for your time and consideration. I look forward to connecting with you.

Sincerely,

David Sippio, Ph.D. Making a difference in leadership Inspire | Lead | Transform

DAVID SIPPIO

Strategic Operations Executive with over 15 years of leadership experience across transportation, government, education, and consulting. Proven ability to lead enterprise-wide transformation, improve cross-functional performance, and deliver measurable results in complex, regulated environments. Built and scaled a coaching and consulting practice a focus on operational clarity, leadership development, and workplace optimization. Led multimillion-dollar transportation operations, achieving 20% revenue growth and a 25% reduction in overhead. Strengths include cross-cultural leadership, performance realignment, organizational change, and client-centered execution.

OPERATIONAL STRATEGY	BUSINESS & FINANCIAL MANAGEMENT	LEADERSHIP & EXECUTION
Strategic Operational Leadership	Budgeting & Forecasting	Strategic Planning
Operations Management & Execution	Supply Chain Management	Team Management
Process Optimization	Inventory Management	Performance Assessment
KPI Development	Vendor Engagement	Cross-Functional Collaboration
Technology Integration	Quality Control	Change Management

PROFESSIONAL EXPERIENCE

NU THOUGHT COACHING & CONSULTING GROUP | Orlando, FL

Jan 2021 to Present

Principal Consultant: Strategically guide this professional services firm, which specializes in transformational leadership and executive growth engagements for small and mid-sized clients nationally. Built the practice from the ground up through personal outreach, referrals, and deep engagement with issues of emotional intelligence, performance alignment, and workplace dynamics. Deliver ICF-certified, evidence-based coaching to senior leaders across industries, spanning topics including operational clarity, workplace optimization, and toxic leadership avoidance.

- Grew the practice to \$85K in annual revenue at peak through client referrals, outreach, and consistent delivery of high-value coaching engagements.
- Provided strategic leadership engagements to 40+ executives and 15 cross-functional teams across healthcare, finance, education, and tech, supporting improved alignment, clarity, and leadership presence.
 - Boosted leadership competency ratings by 35% and interdepartmental collaboration by 28%.
- Supported a C-level client navigating executive dismissal due to bullying, applying trauma-informed coaching and leadership reframing strategies to restore confidence and support recovery.

CHARLESTON AREA RAPID TRANSIT AUTHORITY | Charleston, SC

Jan 2012 to Jan 2021

Operations Manager: Directed end-to-end transportation operations for a \$100M+ operations, with full accountability for budgeting, resource planning, and service execution across transportation, systems, and workforce infrastructure. Directed 8 cross-functional teams to elevate operational performance, drive fiscal discipline, and implement scalable solutions that aligned day-to-day execution with strategic growth.

- Slashed operational overhead by 25% without compromising service quality, through defining and instituting a series of cost-containment initiatives that improved enterprise efficiency.
- Elevated on-time performance metrics by 30% through redesign of dispatch protocols, improved staff communication, and tighter alignment between scheduling and field operations.
- Championed the launch of 3 new major systems platforms, training teams and driving adoption benchmarks that accelerated KPI achievement by 35%.

THE US DEPARTMENT OF STATE | FOREIGN SERVICE | Nairobi, Kenya

Jan 2008 to Jan 2012

General Service Administrator (May 2010 to Jan 2012): Promoted to turn around the shipping and receiving department, plagued by disconnected procedures and an underperforming team. Directed 2 supervisors and 45 staff across multiple sites, including a satellite facility, with full oversight of onboarding, logistics operations, and workflow optimization. Inherited a culture marked by mistrust, low morale, and inconsistent service delivery. Established trust through one-on-

one engagement, clarified performance expectations, and implemented a leadership approach rooted in accountability, transparency, and operational excellence.

- Co-developed and formalized a new departmental mission, vision, and goals in partnership with frontline staff, creating ownership, alignment, and stronger cultural cohesion.
- Elevated service levels from mid-80% to over 99% within six months by rebuilding team trust, clarifying performance standards, and aligning daily execution to measurable goals.

Supervisor (Dec 2008 to Apr 2010): Oversaw diplomatic, operational, and compliance-related logistics for inbound and outbound shipments for the US Consulate, coordinating with Nigerian customs, six port authorities, and international freight forwarding partners. Selected and trained vendors in accordance with US government procurement policies, resolved billing discrepancies, and led ethics and compliance initiatives. Directed a team of 10 staff while also managing stakeholder communications, financial oversight, and HR processes in a highly complex, cross-cultural environment.

- Increased service levels by 6-11% year-over-year by introducing new procedures, fostering team collaboration, and emphasizing accountability and customer service.
- Captured \$200K savings in 6 months by strengthening relationships with host government officials and successfully negotiating reductions in port-related charges.
- Slashed document processing delays to zero by implementing expedited workflows that ensured 100% of shipments were cleared within 24 hours of receipt.
- Received the Company Meritorious Award for exceptional departmental performance and for exceeding service-level and operational goals.

ADJUNCT EXPERIENCE

SPELMAN COLLEGE | Atlanta, GA

Feb 2022 to Dec 2024

Leadership Coach: Provided end-to-end academic, career, and personal development support to150+ students, fostering a high-performance culture grounded in mentorship, accountability, and real-world readiness. Ensured academic rigor and supervised students' Capstone projects, resulting in the cohort finishing in the top 5% of the class. Achieved a 70% internship placement rate with top-tier organizations.

SALES EXPERIENCE

Built a record of sales leadership across real estate, retail, and corporate sectors. At **Keller Williams Realty**, averaged 3-4 home sales per month with a \$350K price on average. Excelled at **7-Eleven** by leading regional sales for 2 quarters. District-wide success in promotional sales followed at **Rooms To Go**. Earlier roles at **Xerox** and **Coca-Cola** sharpened B2B sales expertise, account management, and revenue growth, culminating in measurable gains in market share.

EDUCATION

DOCTOR OF PHILOSOPHY (PHD), Organizational Leadership | Chicago School of Professional Psychology Chicago, IL

MASTER OF SCIENCE (MS) DEGREE, Psychology | University of Phoenix

Phoenix, AZ

BACHELOR OF SCIENCE (BS) DEGREE, Marketing | Hampton University

Hampton, VA

CERTIFICATIONS

Professional Certified Coach International Coaching Federation	Jan 2023
Positive Intelligence Coaching Shirzad Chamine	Jan 2022
TOPS (Teaching Online Pedagogy & Standards) The Chicago School	Jan 2020
Preparing Future Professional Faculty The Chicago School	Jan 2020
Public Speaking Les Brown	Jan 2018



NAME

F-MAIL ADDRESS

Sippio, David

(Street)

THE STATE OF TEXAS APPLICATION FOR EMPLOYMENT

For State Agency Use	Only
Date received	
Time received	
Received by	_

(Daytime Phone)

(Work Phone, Optional)

704.231.6560

<u>PRINT IN BLACK INK OR TYPE</u>. These instructions must be followed exactly. Fill out application form completely. If questions are not applicable, enter "NA." **Do not leave questions blank**. Be sure to sign when completed. The State of Texas is an Equal Opportunity Employer and does not discriminate on the basis of race, color, national origin, sex, religion, age or disability in employment or the provision of services. You may make copies of this application and enter different position titles, but <u>each copy must be signed</u>. **Resumes will not be accepted in lieu of applications**, unless specifically stated in the job vacancy notice. This application becomes public record and is subject to disclosure.

With few exceptions, you have the right to request and be informed about information that the State of Texas collects about you. You are entitled to receive and review the information upon request. You also have the right to ask the state agency to correct any information that is determined to be incorrect. (Reference: Government Code, Sections 552.021, 552.023 and 559.004.)

(Middle)

(State)

(Zip)

(Country)

(First)

(City)

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Technical or Vocational Schools

AN EQUAL OPPORTUNITY EMPLOYER If a license, certificate, or other authorization is required or related to the position for which you are applying, complete the following: LICENSE/CERTIFICATION Date Date Issued by/Location of issuing authority (P.E., R.N., Attorney, C.P.A., etc.) issued expires (State or other authority) (City & State) License No. Special Training/Skills/Qualifications: List all job-related training or skills you possess and machines or office equipment you can use, such as calculators, printing or graphics equipment, computer equipment, types of software and hardware. (Attach additional page, if necessary.) Strategic Operational Leadership Budgeting & Forecasting Strategic Planning Operations Management & Execution Supply Chain Management Team Management Process Optimization Inventory Management Performance Assessment KPI Development Vendor Engagement Cross-Functional Collaboration Approximately how many words per minute do you type? Sign Language (If required for this position) Yes ☐ No ■ Are you a certified interpreter? Yes ☐ No ■ Do you speak a language other than English? (If required for this position) Yes \(\bigsim\) No \(\bigsim\) If yes, what language(s) do you speak? How fluently? Fair ☐ Good ☐ Excellent ☐ Do you write in a language other than English? (If required for this position) Yes \(\square\) No \(\square\) If yes, which language(s) Have you ever been employed by the State of Texas? Yes ☐ No ☐ Are you currently employed by the State of Texas? Yes ■ No ■ If you have been previously employed by the State of Texas, list the agency/agencies: N/A FORMER FOSTER YOUTH (Verification may be required.) Were you a foster youth under the Texas Department of Family and Protective Services on the day before your 18th birthday? Yes 🗌 No 🖪 If yes, are you currently 25 years of age or younger? Yes ☐ No ☐ MILITARY SERVICE (A copy of a report of separation from the Armed Services may be required.) N/A Are you a veteran? Yes ☐ No If yes, list type of discharge Dates of Service (From/To): N/A Are you a surviving spouse of a veteran who has not remarried? Yes \(\square\) No \(\blacktriangle \) Are you a surviving orphan of a veteran killed while on active duty? Yes
No If yes, complete dates of service for veteran (From/To): N/A Are you the spouse of a member of the US armed forces or Texas National Guard serving on active duty? Yes 🔲 No 🖪 Are you the spouse and primary source of income for a veteran who has a total disability with a rating of at least 70 percent or on individual unemployability? Yes No • PLEASE READ THE FOLLOWING STATEMENTS CAREFULLY AND INDICATE YOUR UNDERSTANDING AND ACCEPTANCE BY SIGNING IN THE SPACE PROVIDED I certify that all the information provided by me in connection with my application, whether on this document or not, is true and complete, and I understand that any misstatement, falsification, or omission of information may be grounds for refusal to hire or, if 2. I understand that as a condition of employment, I will be required to provide legal proof of authorization to work in the U.S. 3. I understand that the State of Texas requires all males who are 18 through 25 and required to register with the Selective Service, to present either proof of registration or exemption from registration upon hire. I understand that some state agencies will check with the Texas Department of Public Safety, the Federal Bureau of Investigation or other organizations, for any criminal history in accordance with applicable statutes. I authorize any of the persons or organizations referenced in this application to give you any and all information concerning my previous employment, education, or any other information they might have, personal or otherwise, with regard to any of the subjects covered by this application, and I release all such parties from all liability from any damages which may result from furnishing such information to you. THIS APPLICATION MUST BE SIGNED 7/7/2025 SIGN HERE:

Signature - Applicant

(0923)

EMPLOYMENT HISTORY

This information will be the official record of your employment history and must accurately reflect all significant duties performed. Summaries of experience should clearly describe your qualifications.

- Include ALL employment. Begin with your current or last position and work back to your first. Employment history should include each position held, even those with the same employer.
- EMPLOYER ADDRESSES MUST BE COMPLETE MAILING ADDRESSES, INCLUDING ZIP CODE.
- Answer all questions and completely summarize your experience including technical and managerial responsibilities and any special training, skills and qualifications for each position you have held.

If you need additional space to adequately describe your employment history, you may use this employment history sheet or attach a

typed employment history providing the same information	ation in the same format as	this application form.	,	
Name Sippio, David				
Last First	Middle	}		
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Slashed operational overhead by 25% without compromising service quality, through defining and instituting a series of cost-containment initiatives that improved enterprise efficiency.

1. Elevated on-time performance metrics by 30% through redesign of dispatch protocols, enhanced communications across all operational units, including dispatch and customer service, to improve service deliverv.

Specific reason for leaving: Take care of Aging parents/Now decease

(0519)Page 3 of 4

	Full-Time 🔽
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(0519) Page 4 of 4

TEXAS DEPARTMENT OF CRIMINAL JUSTICE EMPLOYMENT APPLICATION SUPPLEMENT

Please check those that apply
☐ New Applicant
Former Employee
☐ Veteran's Reinstatement
ERS Retiree

INSTRUCTIONS: All questions must be answered in full. Print in BLACK INK or TYPE. If you are applying for a Correctional Officer or Parole Officer position, you are required to complete and submit a PERS 282B or PERS 282C, Statement of To download this form, select Employment then Download Applications from the TDCJ website (www.tdcj.texas.gov). Scroll down and select the appropriate link to download.

NOTE TO APPLICANTS: With few exceptions, you are entitled upon request: (1) to be informed about the information the TDCJ collects about

Code	and (2) under Texas Government Code §§ 532.021 and 532.025, to receive and review the conected information. Order Texas Government § 559.004, you are also entitled to request, in accordance with TDCJ procedures, that incorrect information the TDCJ has collected about you prected.
1.	NAME: Sippjo David Last First Middle (As it annears on your Social Security Card) 2. SOCIAL SECURITY NO.:
3.	DATE OF BIRTH: (NOTE: The date and place of birth are required to establish that the applicant is at least 18 years old and to help establish identity in conducting a criminal background investigation.)
5.	DRIVER'S LICENSE NO.
6.	Have you previously been employed by the TDCJ or worked in a TDCJ facility on a contract basis? Yes \subseteq No \subseteq If yes, give unit(s)/department(s) and dates: N/A
7.	Are you related to any employee of the TDCJ or member of the Texas Board of Criminal Justice? If ves. list name, relationship and unit/department of assignmen
8.	May we contact your present employer for a reference? Yes No Not presently employed
9a.	Have you ever been fired from a job? Yes \(\subseteq \) No \(\boxed{\boxesset} \) Have you ever been asked to resign from a job? Yes \(\subseteq \) No \(\boxed{\boxesset} \) If yes to either of the questions above, provide the name of the employer , dates of employment, and the neason: N/A
9b.	Have you engaged in sexual abuse in a prison, jail, lockup, community confinement facility, juvenile facility, or other institution? Yes ☐ No ■
9c.	Have you been convicted of engaging or attempting to engage in sexual activity in the community facilitated by force, overt or implied threats of force, or coercion, or if the victim did not consent or was unable to consent or refuse? Yes \(\subseteq \) No
9d.	Have you been civilly or administratively adjudicated to have engaged in sexual activity in the community facilitated by force, overt or implied threats of force, or coercion, or if the victim did not consent or was unable to consent or refuse? Yes \sum No \sum \sum \sum \sim \sim \sim \sim \sim \sim \sim \si
9e.	Have you been involved in any substantiated incidents of sexual harassment? Yes ☐ No ☐ If yes, please explain: N/A
10.	Are you willing to work any day of the week required for the position for which you are applying? Yes No
11.	If you are a male, age 18 through 25, have you registered with the Selective Service? Yes \(\square \) No \(\square \)
	If no, are you exempt from registration? Yes ☐ No ■ I am not a male, age 18-25 ■
12a.	Are you or any immediate member of your family (to include, but not limited to your parent, brother, sister, spouse, or child) related to a current or former TDCJ offender (incarcerated or on parole)? name of the offender(s):
12b.	Are you now or have you ever been involved in a spousal relationship with a current or former TDCJ offender (incarcerated or on parole)? This includes marriage, common-law marriage, lived together or had a child together? If yes, provide the name of the offender(s)
12c.	Do you have a current business partnership or gang association with a current or for f yes, provide the name of the offender(s
12d.	Are you on a current TDCJ offender's visitation list? If yes, provide the name of the offender(s)
12e.	Have you corresponded in the past year with a current TDCJ offender If yes, provide the name of the offender(s)

Notes

- If you answered yes to Question 12a, 12b, 12c, 12d, or 12e, above, you are required to complete and submit a PERS 282A, Additional Offender Information form. This form is available from the TDCJ website.
- If you have a personal relationship with an offender, who is not a relative, be sure to read the "Offender Relationships" paragraph on Page 4 of this Supplement.

IMPORTANT	TN	IP	OI	RT	AN	IT
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Read the definition of conviction in Question 15. When answering questions 13 through 15, do not include: (1) any violation of law committed before your 17th birthday if the final decision was made in juvenile court or under a youth offender law; (2) any conviction whose record was expunged under federal or state law; (3) minor traffic violations. **DWI**, **DUI**, **Open Container** and **Driving While License Suspended** are not minor traffic violations and must be listed.

14.	Are you on parole or probation, deferred adjudication or under a pre-trial diversion agreement? Yes No If yes, please explain: N/A						
15.	Have yo If yes, li necessar Please N	u <u>ever</u> been convi st each one below y. Note: For purpose		ot appear on you DCJ, convictions	r record at this tim	ne. Attach an additional page if to confinement, paid fine, time	
Con	viction	Felony or Misdemeanor	Offense	Offense Class	City & State	Punishment	
	N/A	N/A	N/A	N/A	N/A	N/A	
-							
-							
16b. 16c.	If you as	re applying for em	tions against you carrying a ployment under a federal er on your EAD (examples: A	nployment author	ization document (E	(AD), please provide the category	
17.	Are you	now or have you	ever been a member of a str	eet gang? Yes	No ■		
	superior		ever been a member or affilindependence from governmo				
	If you ar	nswered yes to eith	her of these questions, provi	de the following i	nformation:		
	a. Nam	e of the organizati	on and dates of membership	:N/A			
	b. Posit	ion or positions y	ou held in the organization:	N/A			
	c. Arre	sts and/or convicti	ons resulting from your acti	vities as a membe	er: N/A		
18.	Do you have any tattoos or markings on your body that signify membership or affiliation with a street gang or that are associated with organizations that promote racial, ethnic or gender superiority or separation, independence from governmenta laws and regulations or overthrow of the United States Government? Yes \(\subseteq\) No \(\boxed{\boxesset}\) If yes, provide a description and location of those tattoos or markings:						

CONDITIONS OF EMPLOYMENT

Minimum Standards for all Applicants

- 1. Must be a U.S. citizen or an immigrant with lawful status, who is authorized to work in the U.S.
- 2. Must be at least 18 years of age
- 3. Must possess a High School Diploma from an accredited senior high school or equivalent or a state-issued General Education Development (GED) certificate
- 4. Must not be on probation for any criminal offense
- Must not have pending charges for any criminal offense or have an outstanding warrant
- Convicted felons (or those convicted of an equivalent offense under the Uniform Code of Military Justice) do not become eligible for consideration until 10 years have elapsed since termination of sentence.
- 7. Must not be on active duty in the military (persons on terminal leave from active duty may apply)
- 8. Males, age 18 through 25, must be registered with the Selective Service if required to do so by Federal Law.
- 9. Must be able to perform the essential functions of the position applied for, with or without reasonable accommodation
- 10. Must pass the TDCJ drug test
- 11. All applicants, who may have contact with offenders, are ineligible for employment if they have committed any activity described in questions 9b, 9c, or 9d.

Additional Minimum Standards for Correctional Officer and other Security Applicants

- 1. Never have been convicted of a felony
- 2. Not have been convicted of a Class A misdemeanor, or the equivalent, within the last 10 years
- 3. Not have been convicted of a Class B misdemeanor, or the equivalent, within the last 3 years
- Never have been convicted of an offense that involved domestic violence
- Not have been discharged from the Armed Forces under dishonorable conditions
- 6. Must pass the TDCJ pre-employment test and physical agility test

The Gun Control Act, 18 U.S.C. § 922(g), makes it unlawful for certain categories of persons to possess firearms or ammunition, to include a person:

- Who has been convicted in any court of a crime punishable by imprisonment for a term exceeding one year;
- 2. Who is a fugitive from justice;
- 3. Who is an unlawful user of or addicted to any controlled substance (as defined in 21 U.S.C. § 802);
- 4. Who has been adjudicated as a mental defective or has been committed to a mental institution:
- 5. Who is an illegal alien;
- Who has been discharged from the Armed Forces under dishonorable conditions;
- 7. Who has renounced his or her United States citizenship;
- 8. Who is subject to a court order restraining the person from harassing, stalking, or threatening an intimate partner or child of the intimate partner; or
- Who has been convicted in any court of a misdemeanor crime of domestic violence.

Requirement to Report to Work in Emergency Situations

In an emergency situation that presents an immediate or potential threat to public safety as determined by a Warden or Department Head, it is mandatory that the following essential staff report to work: a) correctional officers and supervisors; b) parole officers and parole supervisory staff; and c) staff necessary to support emergency operations. Employees may be required to work overtime, have work schedules changed, have days off cancelled, and be temporarily reassigned to a different work location. If an employee is absent based on a claim of illness or injury on a day or days the employee was required to report to duty during an emergency response situation, the employee may be required to furnish a health care provider's statement within two workdays after the employee returns to work.

Mandatory evacuation orders given by local or state officials (e.g., for anticipated landfall of a hurricane) do not relieve employees from the requirement to report to work as required by their assigned daily schedule card or as directed by a supervisor in emergency situations. Failure to report to duty or remain on duty may result in disciplinary action up to and including dismissal from employment.

Important Note

For purposes of employment with the TDCJ, convictions include sentenced to confinement, paid fine, time served, placed on probation (includes deferred adjudication) and court-ordered restitution.

Additional Standards for Non-Security Applicants are stated in job posting and position descriptions. In addition, Parole Officers are required to have access to and be willing to use their own transportation for work and that they carry liability insurance. Parole Officers must not have been convicted of any offense involving domestic violence, and must not have been discharged from the Armed Forces under dishonorable conditions. Minimum standards for entry level Substance Abuse Counselor applicants will be explained by the contact person listed on the job posting.

Assignments

Initial assignment locations within the TDCJ are determined by applicant preference, consistent with the needs of the agency. The TDCJ reserves the right to reassign employees to different locations if necessary to meet its needs. Employees may submit a request for reassignment to another location in accordance with published procedures. However, there are many requests on file for certain areas and the waiting time for reassignment to these areas may be excessive.

Employee Drug and Alcohol Testing

All employees are subject to reasonable suspicion drug and alcohol testing.

Overtime

Employees who are authorized overtime and required to work overtime will be given Fair Labor Standards Act (FLSA) compensatory time. This compensatory time will be banked, used, or cashed out consistent with TDCJ policy.

Continued on next page

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CONDITIONS OF EMPLOYMENT (Continued)

Falsification of Application

It is important that the employment application be filled out completely and accurately. Any determination that the application has been falsified is grounds for refusing employment or terminating employment if already employed.

Organizational Affiliations

Affiliation with organizations that threaten the safety and security of a TDCJ facility may result in disqualification or termination of employment.

Employment Rights

Employees of the TDCJ are "at will" employees. This means that employment is for no definite period and may, regardless of the date or payment of wages and salary, be terminated at any time without prior notice.

Offender Relationships

TDCJ employees are prohibited from continuing or establishing a relationship with an offender or an offender's family member if the relationship jeopardizes or has the potential to jeopardize the security of the TDCJ or compromises the effectiveness of the employee. Prohibited relationships include those involving cohabitation, sexual misconduct or actions that jeopardize or have the potential to jeopardize the security of the TDCJ. This means that employees may not have personal contact or

relationships with offenders currently incarcerated or on parole outside of their official duties if this contact or relationship would jeopardize or has the potential to jeopardize the security of the TDCJ. Prohibited contact includes living together, writing letters or notes, telephone contact, visitation, and depositing funds into an offender's trust fund. If an employee had a child together with an offender, employee contact with the offender or offender's family may be limited to that which is necessary to foster a relationship with the child. As a condition of employment with the TDCJ, employees with prohibited relationships must sever those relationships. Sever means to cease any and all cohabitation, intimate encounters, verbal or written communications, visitation, and other prohibited contact. Continuation of a prohibited relationship after employment with the TDCJ may result in dismissal from employment if a determination is made by the TDCJ that the relationship jeopardizes or has the potential to jeopardize the security of the TDCJ.

Additional Information

Information concerning any event that may affect eligibility for employment with the TDCJ that occurs **after** the application has been submitted, to include criminal charges, must be provided in writing immediately to the **Section Director**, **Employment**, **TDCJ Human Resources Headquarters**, **2 Financial Plaza**, **Suite** #600, **Huntsville**, **TX 77340**. Failure to do so may be considered falsification of the application for employment and may result in disqualification or termination of employment.

CERTIFICATION: I certify that my answers are true, complete, and correct to the best of my knowledge and that I have not evaded or omitted any part thereof to reflect an untruth. I understand that falsification constitutes grounds for refusing or terminating employment. I have also read and understood and I agree to the Conditions of Employment and document requirements in this Supplement.

DUTY TO DISCLOSE: I hereby acknowledge that I have a duty to disclose any sexual misconduct during the term of my employment. I further acknowledge that I have a duty to disclose any misconduct on my part while working for previous employers.

Signature:	_{Date:} 7/7/2025

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REQUIRED DOCUMENTS

Applications will not be processed without the required documents. Documents in the application must be photocopies and will become a permanent part of the application. DO NOT INCLUDE ORIGINALS.

- A copy of your current DRIVER'S LICENSE with a photograph and/or date of birth, sex, height, eye color and address. Receipts are not acceptable without the license with photograph. You will also need to present the original license during screening for Correctional Officer applicants or during employment in-processing for non-correctional applicants. (SEE NOTE 1 AND 2, BELOW.)
- 2. A copy of your SOCIAL SECURITY CARD. This must be a copy of the original card issued by the Social Security Office. The following are not acceptable: metal or other reproductions; altered cards; laminated cards that were not signed before lamination; laminated cards that have the statement, "This card is invalid if laminated" on the back and cards that contain the statement, "Valid for work only with DHS Authorization." You will also need to present the original card at the same time you present your driver's license.
- 3. For positions that do not require a college degree: A copy of a DIPLOMA or TRANSCRIPT that documents the highest level of education completed or a copy of a state or military-issued GED Certificate. For positions that do require a college degree: A copy of your COLLEGE DIPLOMA or TRANSCRIPT. Windham School System requires official college transcripts verifying highest degree conferred. SEE NOTE 3, BELOW.
- 4. A copy of the DD Form 214 you were issued for the final period of active duty, if you served in the U.S. military. This must be a complete Member 4 Copy or other copy, which includes the type of discharge. If you are on terminal leave from active duty, attach a letter from your commander indicating the date of discharge and type of discharge. The DD Form 214 must be submitted after the discharge date. If you no longer have your copy of your DD Form 214, you may request a copy on-line at: http://www.archives.gov/research_room/vetrecs

- 5. If you are a male, age 18 through 25, you must provide a copy of your SELECTIVE SERVICE REGISTRATION CARD or proof of exemption from Selective Service registration. If your card is not available, you may obtain proof of registration from the Internet and submit a printed copy of this proof. You may obtain proof of registration or register at the following address: http://www.sss.gov/regist.htm
- 6. A DISPOSITION for each item reported in questions 13, 14 and 15. A disposition is a statement of the charge, date, and the results of the case. If the charge was dismissed, the disposition must state the reason for dismissal. Dispositions can normally be obtained from the clerk of the court having jurisdiction over the case.

NOTES:

- Your original unexpired **Driver's License** and **Social Security** Card may be used to verify your identity and eligibility for employment in the U.S. Both will be immediately returned to you. Verification of eligibility for employment in the U.S. is required by the Immigration Reform and Control Act of 1986.
- 2. If you do not have a driver's license, any of the following documents are acceptable: unexpired State-issued ID Card; U.S. Military ID Card; School ID Card with photograph; unexpired ID Card issued by a federal, state, or local government agency; Voter Registration Card; U.S. Passport; Unexpired Foreign Passport with Employment Authorization; or, Alien Registration Card with photograph.
- Foreign/International diplomas or education credentials must be evaluated by a TDCJ-approved evaluation service or a member organization of the National Association of Credential Evaluation Services (NACES).

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APPLICANT EEO DATA FORM

For State Agency Use Only:	1
Applicant Number:	

The information requested is optional and is being collected for the purpose of reporting to Federal and Equal Employment Opportunity Agencies and will not be considered as part of the application for employment. It will be separated from the application.

1. Job Posting Number	2. Last Name (Type or Print) First	Middle
032020	Sippio, David	
		5. Work Phone
		704.231.6560
6. Sex 7. Birth Date M-Male	8. Ethnic Origin ☐ W-White ■ B-Black ☐ H-Hispanic ☐ A-/ ☐ P-Native Hawaiian or Other Pacific Islander	
☐ Yes	10. Surviving Spouse of Veteran who has not remarried ☐ Yes	11. Orphan of Veteran ☐ Yes
■ No	■ No	■ No
12. Spouse of a member of the US armed forces or Texas National Guard serving on	13. Spouse and primary source of income for a veteran who has a total disability with a rating of at least 70 percent or on individual unemployability	14. Former Texas Foster Youth 25 yrs of age or younger
active duty ☐ Yes ■ No	☐ Yes ■ No	☐ Yes ■ No
15. How did you first find out abo	out this job?	
 01 - Other State Employ 02 - Job Fair 03 - Professional Public 04 - Recruitment Poster 05 - Television 	Name of Newspaper O7 - College/University Career Day ation 08 - Human Resource/Personnel Office	☐ 11 - WorkInTexas.com☐ 12 - Other (specify):
	X	7/7/2025
	Signature – App	Date Date
White – a person having origins	in any of the original peoples of Europe, the Middle	East, or North Africa.
Black – a person having origins	in any of the black racial groups of Africa.	
Hispanic – a person of Cuban, N race.	Mexican, Puerto Rican, South or Central American, o	or other Spanish culture or origin, regardless of
	in any of the original peoples of the Far East, South ndia, Japan, Korea, Malaysia, Pakistan, the Philippir	
	ative – a person having origins in any of the original ains tribal affiliation or community attachment.	peoples of North and South America (including
Native Hawaiian or Other Pacifi other Pacific Islands.	ic Islander – a person having origins in any of the c	original peoples of Hawaii, Guam, Samoa, or
Two or More Races – a person	who primarily identifies with two or more of the abov	re race/ethnicity categories.
	AN EQUAL OPPORTUNITY EMPLOY	ER

Shimila A. Stewart, PhD

EDUCATION

Doctor of Philosophy in Criminal Justice

Liberty University 2022-2025

- •
- Dissertation: The Overrepresentation of Juveniles of Color in the Juvenile Justice System

Master of Science in Legal Administration

University of Denver 2005-2010

Bachelor of Arts in Sociology

University of Colorado at Boulder 2001-2005

PROFESSIONAL AFFILIATIONS AND CERTIFICATIONS

Criminal Justice Honor Society

Omega Nu Lambda 2023

National Honor Society

Alpha Phi Sigma

Post BJCOT Certification

PBJC080518S

PROFESSIONAL EXPERIENCES

Juvenile Probation Officer

2024-Present

2024

Fulton County Juvenile Court

- Ensure strict compliance with court orders, actively promoting rehabilitation and preventative measures for juvenile offenders.
- Manage all aspects of juvenile court cases, including scheduling, preparation, and presentation of cases in court.
- Conduct thorough interviews with youth offenders and their parents or guardians to gather essential information.
- Monitor juvenile participation in various programs, school activities, and community engagements to track progress.
- Oversee and manage the court's juvenile case management system, ensuring accurate data collection and record-keeping.
- Develop and recommend appropriate incentives and sanctions to encourage positive behavior and accountability.

CSEC Response Team – Children's Advocacy Centers of Georgia | Metro Region 2022 – 2023 Regional Coordinator

- Spearheaded comprehensive case management for individuals affected by trafficking, coordinating seamless support services and fostering a client-focused approach to guide survivors through recovery.
- **Directed and synchronized investigative services**, including overseeing forensic interviews and medical examinations. Played a pivotal role in **assembling critical evidence** to enhance understanding of trafficking cases and facilitate informed decision-making.
- **Diligently maintained detailed records**, meticulously documenting the progress and status of trafficking survivors. Implemented an efficient tracking system to optimize case management and provide accurate updates to stakeholders.

Actively participated in Multidisciplinary Team (MDT) meetings, contributing valuable insights to collaborative
planning sessions. Applied specialized assessment tools to discern instances of trafficking, aiding in the development of
targeted and effective intervention plans.

Cobb County Juvenile Court Juvenile Probation Officer

2021 - 2021

- Managed diverse responsibilities, including meticulously monitoring offender caseloads and conducting thorough home, school, and office visits to ensure compliance with established guidelines.
- Conducted in-depth research and drafted comprehensive chronological reports detailing offender progress for court proceedings and treatment objectives, consistently adhering to stringent timelines.
- **Demonstrated strong communication and relationship-building skills** by conducting detailed interviews with offenders, gathering pertinent background information, and social history to inform comprehensive assessments.
- Formulated and implemented individualized supervision plans for juveniles, providing essential advice and support to both juveniles and their families. Tailored strategies to address specific needs and foster positive outcomes.

Department of Family and Children Services – State Office Special Investigations Unit

2015 - 2020

District Manager

- Directed Special Investigations across four regions, leading a team of Special Investigators and efficiently coordinating case assignments. Oversaw thorough reviews of Special Investigation intakes, approving timesheets and travel requests to ensure strict policy compliance.
- Ensured adherence to organizational policies by diligently reviewing staff activities, providing valuable input, and approving timesheets and travel arrangements within the Special Investigations unit.
- Facilitated Special Investigation staffing calls and training sessions, fostering collaboration with law enforcement and actively engaging in joint investigations with external stakeholders when necessary.
- Contributed to the development of Special Investigations protocols, demonstrating a proactive approach to refining investigative processes. Provided exemplary customer service to a diverse clientele, including individuals with mental health backgrounds.
- Received comprehensive training in Special Investigations policies and procedures, staying continuously informed about industry developments to support effective decision-making within the investigative unit.

Department of Family and Children Services - Centralized Intake Call Center (40 hours a week)

2014 - 2015

Social Services Supervisor

- **Guided and supported staff** in comprehensively educating clients about mental health conditions and treatment options, fostering a nuanced understanding of clients and their support systems.
- Aligned unit goals with agency objectives, meticulously regulating workloads and providing steadfast support for professional staff in skill enhancement and documentation practices.
- emphasizing precision in data entry for SHINES and case records.
- Proactively engaged with internal and external stakeholders, promptly addressing inquiries and concerns related to reports, and conducting thorough staffing calls on all cases to ensure optimal communication and resolution.
- Facilitated unit meetings to enhance team synergy and provided hands-on coaching for new staff.

Department of Juvenile Justice - Youth Services International-Paulding RYDC Dallas, GA (40 hours a week) 2011 - 2012

Juvenile Detention Counselor

- **Facilitated the enforcement of behavioral standards** by adeptly using negotiation and mediation techniques, effectively minimizing physical or verbal aggression among unruly juveniles.
- Managed and documented incidents and behavioral observations, collaborating with the director, senior staff, medical professionals, and other team members to comprehensively evaluate the needs of detained juveniles.
- **Spearheaded case management initiatives**, consistently delivering comprehensive monthly reports for detained juveniles within the assigned detention unit and surrounding areas.

• **Taught educational programs** including Life Skills, Victim Impact, Anger Management, and Substance Abuse Groups, contributing to the holistic development and rehabilitation of juveniles under supervision.

Department of Juvenile Justice – Youth Services International-Paulding RYDC Dallas, GA (40 hours a week) 2011 –2011

Lieutenant

- Collaborated with officers to safeguard the well-being of staff, inmates, and the facility by implementing comprehensive safety and security measures.
- **Demonstrated effective supervision** of both youth and staff members.
- Conducted routine facility patrols, serving as a proactive security presence to deter criminal activity and enforce rule adherence, thereby enhancing overall safety.

TEACHING EXPERIENCES

Tutor 2023-2025

Varsity Tutors

- **Guided students through research projects** across a variety of subjects, providing comprehensive advisement and fostering independent learning skills.
- **Delivered instruction for GED courses**, helping students build foundational knowledge and achieve their educational goals.
- **Developed and facilitated personalized tutoring sessions**, strategically designed to enhance student comprehension and academic performance in diverse coursework.

Membership Intake Instructor

Sigma Gamma Rho Sorority, Inc.

2018-2024

- Developed and delivered a comprehensive six-week membership intake curriculum to college undergraduate initiates, fostering a deep understanding of the sorority's history, values, and traditions.
- Assessed candidate comprehension and progress through the administration and grading of quizzes and exams, ensuring adherence to organizational standards.
- Mentored and guided prospective members, providing constructive feedback and support to facilitate their successful integration into the sorority.
- Instructed courses effectively in diverse learning environments, including both in-person and virtual classroom settings on various college campuses.

TECHNICAL SKILLS

- Research Methodology
- Data Analysis
- Experimental Design
- Literature Review
- Scholarly Communication
- Thesis Development
- Pedagogical Strategies
- Curriculum Design
- Educational Technology
- Classroom Management
- Student Engagement
- Case Management

- Client-Focused Approach
- Forensic Interviews
- Medical Examinations
- Evidence Collection
- Policy Compliance
- Team Leadership
- Training and Development
- Protocol Development
- Customer Service
- Thorough Investigations



THE STATE OF TEXAS APPLICATION FOR EMPLOYMENT

Date Received	
Time Received	
Received By	

PRINT IN BLACK INK OR TYPE. These instructions must be followed exactly. Fill out application form completely. If questions are not applicable, enter "NA." Do not leave questions blank. Be sure to sign when completed. The State of Texas is an Equal Opportunity Employer and does not discriminate on the basis of race, color, national origin, sex, religion, age or disability in employment or the provision of services. You may make copies of this application and enter different position titles, but each copy must be signed. Resumes will not be accepted in lieu of applications, unless specifically stated in the job vacancy notice. This application becomes public record and is subject to disclosure.

With few exceptions, you have the right to request and be informed about information that the State of Texas collects about you. You are entitled to receive and review the information upon request. You also have the right to ask the state agency to correct any information that is determined to be incorrect. (Reference: Government Code, Sections 552.021, 552.023 and 559.004.)

NAME	STEWART	SHIMILA			
	(Last)	(First)	(Middle)		(Daytime Phone)
MAILING ADDI	RESS				
			(State) (Zip)	(Country) (V	Vork Phone, Optional)
E-MAIL ADDRE	ESS		_		
List any other	names used if different from	name on this application.			
	e of position or type of work ve Director - Texas Departmen	nd location for which you wish to of Criminal Justice	Job Posting Number 16879170	External Job #	Closing Date 07/12/2025
	agency with which you wish	to Do you have any relativ	ves working for this agenc	y? If so, list name	es and
apply: Texas [Department of Criminal Justice				
Full-Time Pa	art-Time □ Summer □ Temp	Project Date available for work?:	Two weeks from job offer		
Are you at leas	t 17 years of age?	Yes ☑ No □			
Are you willing	to work hours other than 8-5?	Yes ☑ No ☐ What days are yo	u unable to work? Sunday		
Are you willing	to travel? Yes ☑ No [If yes, what percent of time? 2	25%		
			Commercia	al Driver's License	Yes ☐ No ☑
		(State) (Number)			
Geographic pre	eference. (Be specific to city/are	a. If no preference, write "statewide.")	statewide		
If your answer i	is "Yes," explain in concise deta	subjected to deferred adjudication of lon a separate page, giving dates and in disqualify you, but a false statement with	nature of the offense, name a	and location of the c	
EDUCATION (NOTE: Applicants may be requ	ed to provide proof of diploma, degree,	transcripts, licenses, certifica	ations, and registrat	ions.)
IE-L 0-L10	raduate or GED? Yes ☑ No □	If yes, name and location of his		ATTRIBUTE OF A VI E TO A	

Type of School	Name and Location of School	d	Dates A	Attend	ded	Date Graduated	Expected Graduation Date	Sem/Clock Hours Completed	Type of Diploma or Degree	Major/Minor Fields of Study	
		Fr	From TO				1				
		Mo.	Yr.	Mo.	Yr.						
Graduate School	Liberty University /VA	5	2022			04/2025			Doctorate Degree	Criminal Justice	
Graduate School	University of Denver /CO	8	2005			05/2010			Master's Degree	Legal Administration	
Undergraduate College or University	University of Colorado- Boulder /CO	1	2001			05/2005			Bachelor's Degree	Sociology	

AN EQUAL OPPORTUNITY EMPLOYER

If a license, certificate, or other authorization is required or related to the position for which you are applying, complete the following:

LICENSE/CERTIFICATION (P.E., R.N., Attorney, C.P.A., etc.)	Date Issued	Date Expires	Issued by/Location of issuing authority (State or other authority) (City & State)
Post BJCOT Certification			0
			ou possess and machines or office equipment you can use, such as and hardware. (Attach additional page, if necessary.)
Approximately how many words per minute do	o you type?		
Sign Language (If required for this position)	Yes [□ No ☑	Are you a certified interpreter? Yes □ No ☑
Do you speak a language other than English? If yes, what language(s) do you speak?	(If required for thi	s position) Yes	I No ☑ How Fluently? Fair □ Good □ Excellent □
Do you write in a language other than English If yes, which language(s) do you write?	? (If required for the	nis position) Yes 🗆	
Have you ever been employed by the State of	Texas? Yes I	□ No ☑ Are yo	u currently employed by the State of Texas? Yes □ No ☑
If you have been previously employed by the	State of Texas, list	t the agency/agend	cies:
FORMER FOSTER YOUTH (Verification may Were you a foster youth under the Texas De	The second second second	ly and Protective S	Services on the day before your 18th birthday? Yes □ No ☑
If yes, are you currently 25 years of age or y	ounger? Yes	No ☑	
MILITARY SERVICE (A copy of a report of se Are you a veteran? Yes ☐ No ☑	· · · · · · · · · · · · · · · · · · ·	Armed Services m	
Are you a surviving spouse of a veteran who If yes, complete dates of service for veteran		d? Yes □ No ☑	Are you a surviving orphan of a veteran? Yes □No ☑
Are you the spouse of a member of the US ar	med forces or Tex	as National Guard	serving on active duty? Yes □ No ☑
Are you the spouse and primary source of inc Yes □ No ☑	ome for a veteran	who has a total dis	sability with a rating of at least 70 percent or on individual unemployability
		TANK TILE OF STREET	ITS CAREFULLY AND INDICATE YOUR SIGNING IN THE SPACE PROVIDED
I certify that all the information provided complete, and I understand that any mis	by me in connection	on with my applica	tion, whether on this document or not, is true and

- to hire or, if hired, termination.
- 2. I understand that as a condition of employment, I will be required to provide legal proof of authorization to work in the U.S.
- 3. I understand the State of Texas requires all males who are 18 through 25 and required to register with the Selective Service, to present either proof of registration or exemption from registration upon hire.
- 4. I understand that some state agencies will check with the Texas Department of Public Safety, the Federal Bureau of Investigation or other organizations, for any criminal history in accordance with applicable statutes.
- 5. I authorize any of the persons or organizations referenced in this application to give you any and all information concerning my previous employment, education, or any other information they might have, personal or otherwise, with regard to any of the subjects covered by this application, and I release all such parties from all liability from any damages which may result from furnishing such information to you.

THIS APPLICATION MUST BE SIGNED	SIGN HERE: X			
		Signature - Applicant	Date	

EMPLOYMENT HISTORY

This information will be the official record of your employment history and must accurately reflect all significant duties performed. Summaries of experience should clearly describe your qualifications.

- 1. <u>Include ALL employment. Begin with your current or last position and work back to your first.</u> Employment history should include **each position** held, even those with the same employer.
- 2. EMPLOYER ADDRESSES MUST BE COMPLETE MAILING ADDRESSES, INCLUDING ZIP CODE.
- 3. Answer all questions and completely summarize your experience including technical and managerial responsibilities and any special training, skills and qualifications for each position you have held.

If you need additional space to adequately describe your employment history, you may use this employment history sheet or attach a typed employment history providing the same information in the same format as this application form.

Name	e Sī	ΓEWA	RT				SHIMILA				
	(L	ast)					(First)		(Middle)		
Positio	n Title:	Juven	ile Pro	bation	Office	r			Immediate Supervisor Name:	Full-Time	<u> </u>
Emplo	yer: Fu	Iton C	ounty	Juveni	le Cou	rt			Eric Pope	Part-Time	
Mailing	g Addre	ss:							Title:	Summer	
City &	State/Z	IP: Atl	anta, (3A 303	11					Temp/Project	
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						a. Calary		☑	supervised:		
04	24	2024	07	01	2025		Supervisory/Managerial		n the performance of this job:		
	ıntabili	ty.			ion an	a record-keeping. • l	Develop and recommen	d app	propriate incentives and sanctions to encourage	ge positive behavio	r and
Positio	n Title:	Tutor							Immediate Supervisor Name:	Full-Time	
Emplo	yer: Va	rsity							Contract Employee	Part-Time	
Mailing	g Addre	ss:							Title:	Summer	
City &	State/Z	IP: Po	wder S	prings	s, GA 3	0127				Temp/Project	
Emplo	yer Tel	ephone	No.:						Supervisor's Telephone No.:		
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Positio	n Title: Regio	onal Co	oordina	tor				Immediate Supervisor Name:	Full-Time	\checkmark
Employ	yer: CSEC Re	espons	se Tean	n - Chil	dren's Advocacy Cen	ters of Georgia		Kathleen Kennedy	Part-Time	
Mailing	Address:							Title:	Summer	
City &	State/ZIP: Ma	arietta,	GA 30	165			Temp/Project			
Employ	yer Telephon	e No.:						Supervisor's Telephone No.:		
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csec manage througe role in recorde and per collab effecti	Response gement for igh recovery. assembling ds, meticulo rovide accu	Team individue. • Direction of the control of the c	ected a ected a eal evid ocume pdates eession ans.	dren's ffected and syr lence t anting t	Advocacy Centers of by trafficking, coord inchronized investigate on enhance understale progress and state keholders. • Actively	In unalifications you have used for Georgia Metro Regicinating seamless suppositive services, including anding of trafficking cases us of trafficking survivo participated in Multidis	used in 202 ort se overs and ors. Imciplination	In the performance of this job: 22 - 2023 Regional Coordinator • Spearheader rvices and fostering a client-focused approach eeing forensic interviews and medical examina d facilitate informed decision-making. • Diligen eplemented an efficient tracking system to option ary Team (MDT) meetings, contributing valuate ances of trafficking, aiding in the development	to guide survivors ations. Played a pivot tly maintained detaile mize case managem ble insights to	tal ed
Positio	n Title: Juve i	nile Pr	obation	Office	r			Immediate Supervisor Name:	Full-Time	V
Employ	yer: Cobb Co	unty J	luvenile	Court				Bridget Jones	Part-Time	
Mailing	Address:							Title:	Summer	
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Cobb caseld drafte timelind backg juveni outcor	County Juvo do comprehenes. • Demo round informates, providir	enile (ensive enstrat mation ng ess	Court 2 ing tho chrone ed strong and seential a	2021 - 2 rough ologica ong coi social l	2021 Juvenile Proba home, school, and o il reports detailing off mmunication and rela history to inform com	tion Officer • Managed office visits to ensure confender progress for countainship-building skills aprehensive assessmer	diversimpliant pro ort pro oby conts. • I	n the performance of this job: se responsibilities, including meticulously mon nce with established guidelines. • Conducted ceedings and treatment objectives, consistent inducting detailed interviews with offenders, gromulated and implemented individualized surallored strategies to address specific needs a	in-depth research and ly adhering to stringe athering pertinent apervision plans for	
Орссі	ne reason	101 100	avilig.							
Positio	n Title: Distri	ct Mar	nager					Immediate Supervisor Name:	Full-Time	$\overline{\mathbf{A}}$
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	g Address:							Title:	Summer	
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Depart four resintake staff a Invest stakel invest compile	rtment of Fa egions, lead es, approving activities, pro- cigation staff holders whe igative proc	imily a ling a t g time oviding fing ca en nece esses aining within	ind Chi team o sheets g valua alls and essary . Provi	ildren S f Spector and training training te Cor ded exectal In	Services - State Official Investigators and avel requests to ensout, and approving ting sessions, fosterintributed to the devel templary customer svestigations policies	ce Special Investigation efficiently coordinating ure strict policy complianesheets and travel aring collaboration with law opment of Special Inveervice to a diverse clier	s Uni case ance. range enfo stigat ntele,	n the performance of this job: t 2015 - 2020 District Manager • Directed Specassignments. Oversaw thorough reviews of S • Ensured adherence to organizational policiements within the Special Investigations unit. • rement and actively engaging in joint investigions protocols, demonstrating a proactive appincluding individuals with mental health backgatinuously informed about industry development	special Investigation is by diligently reviewi Facilitated Special pations with external roach to refining rounds. • Received	ring

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	on Title:				•				Immediate Supervisor Name:	Full-Time	$\overline{\checkmark}$
Emplo	yer: De	partme	ent of I	amily	and Cl	nildren Services - Cen	tralized Intake Call Cent	er	Jessica Porter	Part-Time	
Mailin	g Addre	SS:							Title:	Summer	
City &	State/Z	IP: Atl	anta, G	A 303	03					Temp/Project	
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staff i intern ensu	n skill al and	enhan exterr nal co	cemer nal sta mmun	nt and keholo ication	docun ders, p	nentation practices. romptly addressing i	 emphasizing precision inquiries and concerns 	n in da relate	regulating workloads and providing steadfas ata entry for SHINES and case records. • Pred to reports, and conducting thorough staffi team synergy and provided hands-on coact	oactively engaged wing calls on all cases	th
Positio	on Title:	Juven	ile Det	ention	Couns	selor			Immediate Supervisor Name:	Full-Time	<u> </u>
Emplo	yer: De	partme	ent of .	Juvenil	le Justi	ce - Youth Services Ir	nternational-Paulding RY	'DC	Diana Hayes	Part-Time	
Mailin	g Addre	· ·ss:					_		Title:	Summer	
City &	State/Z	IP: Da l	llas, G	A 3015	3					Temp/Project	
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Starting Date Leaving Date Current/ Technical										Give average # of hours worked per week if part-time:0.0	
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Depa Facili	rtment tated tl	of Juv he enf	enile orcem	Justice ent of y juve	e - You behav	uth Services International	ional-Paulding RYDC I deptly using negotiation	Dallas n and	in the performance of this job: , GA (40 hours a week) 2011 - 2012 Juvenil mediation techniques, effectively minimizing vioral observations, collaborating with the dir	g physical or verbal	

educational programs including Life Skills, Victim Impact, Anger Management, and Substance Abuse Groups, contributing to the holistic development and rehabilitation of juveniles under supervision.

Specific reason for leaving:

For State Agency Use only
Applicant number

APPLICANT EEO DATA FORM

The information requested is optional and is being collected for the purpose of reporting to Federal and Equal Employment Opportunity Agencies and will not be considered as part of the application for employment. It will be separated from the application.

	lob Posting Number 16879170		st Name (Type or Print FEWART	t)	First SHIMILA				Middle
3. /	Address	City	St	tate	Zip Code		4. Daytime Phone		5. Work Phone
	M-Male	Ethnic White	Origin ☑ Black □] H-I	Hispanic		Asian/Pac. Am P-Islander 🔲 I-Al	Ind	n □ O-Other
9. \	/eteran		Surviving Spouse of V	etera	an	11.	Orphan of veteran		
	Yes No		Yes No				Yes No		
arn	Spouse of a member of the US ned forces or Texas National ard serving on active duty	vete at le	Spouse and primary sour ran who has a total disab ast 70 percent or on indiv nployability	oility v	vith a rating of	100	Former Texas Foster \ yrs of age or younger	out/	h
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H.	How did you first find out about	0.00	2450						
	01 - Other State Employee		06 - Newspaper					☑	11 - WorkinTexas.com
	02- Job Fair		07 - College/Univers	ity/C	areer Day				12 - Other (Specify)
	03 - Professional Publication		08 - Human Resource	ce/Pe	ersonnel Office	9			
	04 - Recruitment Poster		09 - Radio						
	05 - Television		10- Agency Web Site	e- Int	ernet				
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			<u> </u>		S	igna	ture - Applicant	-	Date
Wh	ite (Not of Hispanic origin) – A	ll pers	sons having origins in	any (of the original	peop	oles of Europe, North A	frica	, or the Middle East.
Bla	ick (Not of Hispanic origin) – A	II pers	sons having origins in	any o	of the Black ra	cial	groups of Africa.		
His	spanic – All persons of Mexican, e.	Puerl	o Rican, Cuban, Centi	ral o	South Americ	can,	or other Spanish cultur	e or	origin, regardless of
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			AN EQUAL OF	POF	RTUNITY EMP	PLO	YER		

Alonzo Eduardo Torres

Career Goals

I plan to have some type of certification in the field of trade. I want to be able to have a lasting career that also has room for improvements as well as being able to have future promotions

Personal Profile

I am a hard working individual that is always open to gaining new knowledge. I speak both Spanish and English, and am always looking to improve in whatever aspect is needed. I work well with others and have no problem working by myself. I am efficient with time management as well as working under pressure. I am no stranger to hard work, for I have been doing manual labor since I was 12 as a laborer in the concrete industry with my father. I have some experience in the electrical field and with that I am hoping to gain a job that can also help me get my electrician certification. I have my OSHA 30 certification as well as being skid steer certified at my previous job.

Skill summary

- Good work ethic
- · Works well with others
- Bilingual
- Fast learner

Certifications .etc

Arc welding certificate-Achieved through AG class in high school

Mig welding certificate-Achieved through Ag class in high school

Electrician Apprenticeship 2nd year-

Achieved through my previous jobs as commercial electrician and with PRIMORIS solar company

OSHA 30 certification

Skid Steer Certified-Achieved through previous job at PRIMORIS

Work history

Concrete work

Name- Concrete By Jason
Based out of Winnsboro Tx
Summer job working with my dad throughout my younger years and high school.

Electrician work

Name- Wire Doctor
Based out of Sulphur Springs Tx
Started May of 2023 till December 15

Solar work

Name-PRIMORIS

Currently -skid steer operator for electrical, but have been the lead for the following roles. Have knowledge of the electrical plans as well.

Tasks Done- LBD (container box)Install, Cable tray,Cab Line Install, BLA (above ground) DCInstall, Underground DC install, Skid Steer operator for electrical

Profile

With over 30 years in law enforcement, I am a proven, mission and goal-oriented leader who exemplifies the cornerstones of leadership, integrity, loyalty, commitment, and unselfishness. Dedicated to training staff and developing best practice concepts and cultivating a highly successful operation, focusing on the safety/security and relentless training of staff, inmate accountability, communication, and reentry initiatives. I demonstrate keen insight of how to lead people through organizational change. I am highly skilled in managing correctional institutions, disruptive gangs and crisis situations. This is derived from working in over 15 different federal, state, city and private institutions, with some of those duty stations housing the most sophisticated, difficult and complex maximum-security inmates in the nation.

Experience

Deputy Commissioner, Alabama Department of Corrections: 10/23 - Present

As the Deputy Commissioner of Operations and New Prison Construction within the Alabama Department of Corrections (ADOC). I provide leadership and direction of the daily operations of the state's 23 male prisons that employ more than 1,700 security staff and an inmate population of approximately 18,600. The ADOC's facility levels are from Community Based Facilities to High Security Closed include housing for those sentenced to death within the state of Alabama. I provide direct oversight for the design, build construction and transition for the new 4000 bed Elmore Specialized Men's Facility with an expenditure of \$1.082 billion located in Elmore County AL. I capture the strategic leadership, and organizational goals of the ADOC's new prison construction as outlined in legislation, internal, and external stakeholders in the areas of Fiscal, Budgeting, Contracts and Procurement, Project Management, organizational strategic planning, and staffing. This includes strategic planning, goal setting, program outcomes, and performance measurement for ADOC correctional operations. I develop tools and systems to provide critical operational information to the Commissioner, as well as implement actions related to strategic direction for these functions. I have extensive cross-group coordination, collaboration, innovation, and excellent communication skills.

Assistant Commissioner of Operations, New York City Department of Corrections: 04/2023 - 10/2023

As the Assistant Commissioner of Operations, I partner with and assist departmental Correctional Wardens in monitoring all aspects of facility operations. I report to the Associate Commissioner of Operations and collaborate with the facility Wardens and correctional staff to ensure that daily facility operations are managed in accordance with department policy and practices. I am also responsible for monitoring and working with the Correctional Wardens to ensure that jail operations remain compliant with all legal mandates, court orders, federal/state/city and local regulations; establish and maintain cooperative working relationships

across the senior leadership team, oversight agencies, public agencies, community and professional groups and correctional employees; analyze situations accurately and recommend effective solutions to leadership; assist with the training and motivation of staff to achieve maximum effectiveness; and analyze data to help isolate potential trends for leadership consideration. Furthermore, I research, review, and recommend correctional best practices; and perform other related duties as assigned.

Facility Director, Robert A. Deyton, GEO Group: 06//2022 - 04/2023

I managed a staff complement of 196 employees. Robert A. Deyton is a 768 maximum capacity United States Marshal Detention facility in Lovejoy GA. I worked cooperatively with regional and local management to develop and attain the goals and objectives of the facility scope defined by the client agency. I also have budgetary responsibility for all facility expenses.

Assistant Deputy Commissioner, Alabama Department of Corrections: 09/2020 – 06/2022 As the Assistant Deputy Commissioner of Operations, I oversee the daily operations of the state's 23 male prisons that employ more than 1,700 security staff and an inmate population of approximately 18,600.

Warden, Florida Department of Corrections: 02/2020 - 08/2020

Chief Executive Officer of a Correctional Institution with full administrative rights to hire, dismiss, discipline, manage institutional budget and develop policy. Manages over 300 staff and 1100 inmates in a medium security correctional institution.

Superintendent, West Virginia Division of Corrections and Rehabilitation: 12/2018 - 01/2020

As the Superintendent of the South-Central Regional Jail and Correctional Facility, I oversee and direct jail operations, including supervising personnel, inmates, security, safety, food and health services, and visitation procedures. We also maintain the state of West Virginia's only Forensic Unit. Other aspects of my responsibilities include managing budgets and expenditures, overseeing work release and educational programs, maintaining records, investigating incidents and filing reports. Furthermore, I establish effective management procedures and policies; interviewing and hiring corrections officers, administrative staff and maintenance personnel; interacting with federal, state and local agencies to coordinate inmate services; and reducing the facility's exposure to liability

Assistant Warden Security, GEO Group: 07/2018 - 11/2018

As the Assistant warden of Security, I was responsible for the direction, management, implementation, and ongoing development of security and control operational procedures and policies for the facility. Assists management in the overall administration of the facility. I work to meet the needs of the company and client agency by making improvement efficiencies without compromise to the safety and security of both the client population and staff employees. My more specific duties included: Directs security department functions, activities and supervision of security personnel, directly responsible for the performance control activities of the operations and safety sections. Ensures that adequate procedures, post orders, staff training methods,

equipment and space are established in all operations of the security department to ensure safety and security of staff, visitors, inmates and facility. Prepares departmental progress reports and other miscellaneous reports as requested by management. Reviews activities of the operations departments to determine progress toward stated goals and objectives. Monitors staff operational effectiveness and conducts regular physical inspections of the facility to ensure compliance with policies and procedures. Directs the work of other employees. This includes the selection, hiring, evaluating job performance, employee training/development, promoting and any disciplinary action, including termination. Assists management in the establishment of long-range plans and corresponding schedules to achieve facility goals and objectives.

Director of Correctional Standards Review, New York City Department of Correction: 03/2016 - 04/2018

The Department manages 11 inmate facilities, 8 of which are located on Rikers Island. In addition, the Department operates two hospital Prison Wards (Bellevue and Elmhurst hospitals) and court holding facilities in each borough.

The Department processed an average of 49,000 admissions and managed an average daily inmate population of approximately 9,000 inmates.

As the Director of Correctional Standards/Senior Correctional Administrator for the New York City Department of Correction (DOC), I partner with Chiefs, Bureau Chiefs, and designated Assistant Chiefs to monitor, train, and ensure that the proper enforcement of all aspects of DOC operations within their assigned and designated facilities. I collaborate with Senior DOC Executive staff to ensure that facility leadership and staff, to include Wardens, Deputy Wardens, Assistant Deputy Wardens, and Captains, closely adhere to safe and secure operational practices within their assigned facilities. I am also responsible for monitoring, enforcing, and developing processes to measure and evaluate all aspects of jail operation in compliance with city, state and local regulations. Working closely with the Executive Team, I develop plans of action to address any and all areas of deficiencies while reporting directly to the Senior Executive staff. This includes analyzing data, identifying trends, establishing appropriate timelines, and monitoring progress. I specifically make recommendations and document observations on whether tasks and duties outlined within agreed upon plans of action have been satisfactorily performed, reporting such findings and adherence to the Commissioner, Chief of Department, and Bureau Chief of Facility Operations. I am further responsible for establishing operational/correctional practices topics for facilities to focus on, with related schedules and metrics to ensure that duties and expectations are properly met in a timely manner. I research, review and recommend correctional best practices to the Commissioner, Senior Executive Staff and Wardens.

Warden: 01/2015 to 02/2016 (RETIRED) Federal Correctional Institution Gilmer, Glenville, WV

Responsible for a \$37 million dollar budget, over 1200 inmates from minimum to medium/high security with approximately 320 staff managing the most sophisticated, violent, aggressive, and escape prone inmates in the agency, including a number with national security implications. I have enhanced security upgrades at FCI Gilmer by installing state of the art camera system,

hardening the unit showers, installed metal detectors on the recreation yard, and created a non-contact visiting room. I have also reduced the Correctional Services overtime expenditures by 28 percent. This was due to an increased emphasis on proper roster management and allocation of available resources. I have led FCI Gilmer through numerous Program Reviews and outside agency audits with outstanding results. The FCI Gilmer Education Department has developed a working relationship with Glenville State College that allows us to offer college classes to the inmate population. College level professors from Glenville State volunteer to come into the institution and provide the inmates with actual classroom instruction. The GSC program offers the inmates at FCI Gilmer the opportunity to acquire an associate's degree in business. In August 2015, 35 inmates graduated with associate's degrees in business and accounting.

Warden: 05/2013 to 01/2015 - Federal Correctional Institution Terminal Island, CA

As the Warden and CEO, I exercise responsibility for the control of a \$39.9 million dollar institution appropriation to effectively operate the institution. FCI Terminal Island is a Low/Medium Security institution with a complex medical and mental health care level three mission. The Health Services budget alone is 10.6 million dollars. I wanted to reduce the overtime by 25% at the close of FY 13. I assembled an Overtime Review Team to conduct a comprehensive assessment of the outside medical overtime expenditures. The results of the comprehensive review were astounding. It was discovered that the overtime expenditures were related to four distinct categories: (1) poor roster management (2) need for a more efficient healthcare provider for the scheduling of appointments (3) better utilization of the Short Stay Unit and (4) Utilization of a Contract Guard Service to provide security for minimum security inmates. An action plan was created that reduced overtime expenditures by 43% (\$759,00) from FY 12 to FY 13. The Correctional Services overtime expenditures for FY 12 was \$81,800. My goal was to reduce the Correctional Services overtime by 10% at the close of FY 13. By utilizing the same assessment principals, the Correctional services overtime was reduced by 15% (\$12,000) from FY 12 to FY 13.

Associate Warden: 10/2011 to 05/2013 - Federal Correctional Complex, Terre Haute, IN

As an Associate Warden of Programs at the Complex, I was responsible for the oversight of Correctional Programs which included: Unit Management, Communications Management Unit (CMU), Special Confinement Unit (SCU, Death Row), Correctional Systems, and Psychology. I supervised approximately 150 staff and 1600 inmates. The (CMU) housed approximately 40 inmates requiring enhanced communication monitoring due to potential threat to national security. I also supervised specialized programs such as Steps Toward Awareness Growth and Emotional Strength (STAGES) program, Drug Abuse Program (DAP) and, most recently, a highly sought after Residential Drug Abuse Program (RDAP).

As the Associate Warden and Chairperson for the Affirmative Employment committee at FCC Terre Haute, I was proactive and innovative in recruiting for FCC Terre Haute. Being a veteran of the United States Air Force, I wanted to assist our Service men and women in finding employment within the Bureau of Prisons. On January 9, 2012, I displayed my passion for recruiting and wanting to support our Armed Forces personnel which are returning from deployment overseas supporting our Country. I envisioned conducting a Job Fair for these men

and women. I quickly realized this event would benefit FCC Terre Haute, but I identified a larger need, the troops themselves.

In preparing for this event, I mobilized several local Federal agencies to include the Veterans Administration Clinic, Work One Terre Haute, Work One Linton, National Cemetery Administration, and the Small Business Administration. I had fliers sent to every reserve unit in Indiana, as well as several in Illinois. I coordinated two visits to the local Reserve Unit to speak to two different groups of soldiers.

I contacted the Human Resources Department and arranged for staff to be present in assisting with the USAJOBS application process. In addition, I included three other institutions (USP Marion, FCI Greenville, and FCI Pekin) and their recruiters. One institution has contacted her for assistance with conducting a local job fair at their institution. Through my efforts publicizing the event, a representative from Senator Richard Lugar's office contacted me and requested to attend, as well as a college in Nebraska. As I was coordinating this enormous event, I realized that even more could be done to help our troops. I coordinated with our Computer Services to have a WIFI hotspot created so prospective applicants could enhance their resumes. This allowed us to have five computers and scanners available, enabling the applicants to apply and scan their documents at the time which they attended the job fair. Due to my efforts in building coalitions and the months of preparation leading up to the event, 83 service men and women were introduced to the Bureau of Prisons.

Associate Warden: 05/2009 to 10/2011 - Metropolitan Detention Center Brooklyn, NY

As Associate Warden at the Metropolitan Correctional Center Brooklyn, I was the Chief Advisor to the CEO. I was responsible for providing direction and leadership to the budget planning formulation, management of financial and trust fund resources and providing the leadership and direction over procurement and property management for the institution. I gained extensive knowledge and experience in managing financial, human and informational resources. I exercise control and supervision of numerous aspects of the institution's functions such as programs, operations, medical, mental health, clinical programs, custody, transportation, industries and education. I am responsible for managing and providing oversight for the following departments and their operation budgets: Facilities \$4.3 million, Food Service \$2.8 million, and Health Services \$1.5 million.

Correctional Services Administrator, Regional: 05/2007 to 05/2009 - North Central Regional Office, Kansas City, KS

As the Regional Correctional Services Administrator for the North Central Region, I had extensive knowledge in all aspects of correctional security matters. I provided direct leadership and oversight to 19 institutions. This included two complexes, one Administrative Maximum (Super Max) two high security institutions, two Communication Management Units (CMU confines inmates that require intense monitoring of their communications), the Special Confinement Unit (Death Row), and one Medical Center. The remaining institutions were

medium, low and minimum-security institutions. I demonstrated flexibility, creativity, and considerable management expertise in managing all the regional correctional services functions and activities. I was responsible for the overall mission of the Correctional Services departments in the region. I planned, coordinated and executed a highly successful Crisis Management Training (CMT) for approximately 500 staff from various agencies.

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When I assumed the duty as Correctional Services Administrator, the use of overtime within the North Central Regions 19 institutions was alarming. I took the lead in redefining the goals and expectations of correctional services overtime within the region. I worked diligently with the 19 institutional Chief Correctional Supervisors (Captains) locating the root cause of their overtime usage. I created and developed an outline for the tracking of institutional overtime. I held video conferences, teleconferences and conducted on-site visits to mentor, and teach the chief correctional supervisors in the proper allocation of staff and resources as it pertained to their custodial workforce. I also, had each Captain send me their daily roster each day detailing the use and assignment of staff. If there were any discrepancies noted, I requested a detailed explanation and corrective action plan to alleviate the problem.

I implemented an aggressive Resource Analysis and Reduction Team with my staff within the regional office. I assigned staff to monitor and conduct a daily overtime analysis of each institution within the region. The analysis would entail a comprehensive audit of all available resources; to include, Correctional Services staffing complement, assigned post, sick and annual staff available, annual leave slots, special assignments, military leave, sick leave, and details for training. Once the institutional analysis was complete, the information was compiled and forwarded to me for final review and disposition. I would contact the respective institutional Chief Correctional Supervisor to discuss the results and present viable options to reduce the overtime expenditures.

My actions to formulate an aggressive overtime analysis and review of the daily occurrences of overtime significantly reduced overtime expenditures within the North Central Region by 25 percent saving the agency 4.5 million of dollars.

Captain: 02/2003 to 05/2007, FCI Cumberland, MD; USP Lee, VA

As Captain, it is my responsibility to manage, plan, direct and administer Correctional Services Programs at a High Security United States Penitentiary. I integrate correctional operations with other departments in the custody, care, treatment and training of federal offenders. I serve as the resident expert on all custodial and security questions arising at USP Lee County. I am charged with full and final technical responsibility when problems occur during any given shift. I must use tact and diplomacy to assure that custody and security needs are known and supported by all institution staff. I serve as an advisor to the Warden and his staff in the formulation and implementation of institution policies, procedures and programs. As an advisor, my influence is reflected in all areas of institution management. I must integrate these policies and procedures into the overall operations of the facility as well as the correctional department, and keep management advised of activities effecting institution programs. I provide technical and administrative supervision to several staff, to include one GS-12 Special Investigative Agent, one GS-12 Emergency Preparedness Officer, 15 Lieutenants at the GS-9 and GS-11 levels and 200 Correctional Officers at the GS-5 through GS-8 levels. As Captain, I develop and maintain Institution Emergency Plans to include riots, escapes, bomb threats, hostage situations, adverse weather, fire plans, internal searches, institution evacuations, and food strikes. I also develop and maintain emergency procedures to be implemented during periods of poor visibility due to fog, snowstorms, etc. I am responsible for providing training for all employees pertaining to their responsibilities and conduct during these types of emergencies. I have implemented a security inspection system which provides for a complete inspection of windows, bars, and emergency entrances, etc., to improve institution security. I am also responsible for keeping all employees and supervisors aware of security matters that affect them. This may be accomplished through prepared formal and follow-up actions, as well as informal discussions at various meetings.

Lieutenant: 09/2000 to 02/2003, FCI Ray Brook, NY

As a Lieutenant at FCI Ray Brook, I was involved in a pilot program called Neutral Ground. This program was designed to integrate rival Security Threat Groups of the Texas Syndicate, Border Brothers, and Surenos into the general population at this facility. The program was instituted at this facility in August of 2002. Since this time frame, we successfully managed to place these inmates into the general population without any repercussions. The success of this program was based on identifying and monitoring these individuals, to ensure they do not become embroiled in matters with other gang members that would eventually result in a riotous situation. As a Special Operations Response team Leader and Operations Lieutenant, I monitor these individuals daily to ensure the aforementioned issues do not arise. It has been necessary for me to counsel some of these individuals on a regular basis, to resolve issues between them. The proper management of these individuals daily is paramount, and the program could not work without daily interaction as previously mentioned. I am aware of the predatory nature of these prison gangs, and I feel that my direct intervention, mediating and conciliating between them, has prevented major incidents from occurring between these groups.

Senior Officer Specialist: 05/1998 to 09/2000, FCI Edgefield, SC

Training newly assigned correctional officers and managing inmate work details.

Correctional Officer: 09/1995 to 05/1998, FCI Ray Brook, NY

Supervise inmates in housing units and work details.

Airman to Staff Sergeant, Security Police: 10/1985 to 11/1994 United States Air Force – Plattsburg AFB, NY and Howard AFB, Panama

Responsible for protecting, defending U.S. Air Force installations, assets and coalition mission success. I was not only responsible to enforce installation law and discipline enforcement, but also base defense and ground combat.

Education: Community College of the Air Force

Job Related Training: 10/08/2014 EDM-0090-BXX Mentor Familiarization -BOP 07/14/2010 EXD-0040-VSX Developing the Strategic Leader, Supv (Center for Creative Leadership) -Vendor

02/22/2010 PSY-5040-BXX CDEV - Psychology Services (Cross Dvlp) -BOP

02/18/2010 ADM-5040-BXX CDEV - Financial Management (Cross Dvlp) -BOP

01/15/2010 EDU-5010-BXX CDEV - Education (Cross Dvlp) -BOP

12/30/2009 CCM-5010-BXX CDEV - Community Corrections (Cross Dvlp) -BOP

12/28/2009 CPG-5040-BXX CDEV - Female Offenders, Working with Female Offenders (Cross Dvlp) -BOP

12/14/2009 HSD-5040-BXX CDEV - Health Services (Cross Dvlp) -BOP

12/14/2009 CPG-5010-BXX CDEV - Case Management (Cross Dvlp) -BOP

12/11/2009 RLG-5050-BXX CDEV - Religious Services (Cross Dvlp) -BOP

12/11/2009 CSV-5020-BXX CDEV - Correctional Services (Cross Dvlp) -BOP

05/22/2008 EXS-0090-GSE Leadership Potential Seminar, Supv -GOV

05/03/2007 CSV-0662-BXX NIMS, Incident Command System for Command & General Staff, Advanced ICS-400 -BOP

05/02/2007 CSV-0661-BXX NIMS, Expanding Incidents for Operational First Resp, Intermediate, ICS-300 -BOP

09/22/2006 CSV-5091-GXX National Response Plan (NRP), Introduction (FEMA IS-800) - GOV

09/22/2006 CSV-5089-GXX National Incident Management System (NIMS), Introduction (FEMA IS-700) -GOV

09/22/2006 CSV-5083-GXX Emergency Manager: Orientation (FEMA IS-1) -GOV

09/22/2006 CSV-5088-GXX Continuity of Operations (COOP), Introduction (FEMA IS-547) - GOV

09/22/2006 CSV-5081-GXX Continuity of Operations (COOP) Awareness (FEMA IS-546) - GOV

09/21/2006 CSV-5092-GXX Incident Command System (ICS), Introduction (FEMA IS-100) - GOV

09/19/2005 CSV-0250-BXX Correctional Services, National -BOP

05/04/2005 EDM-0090-BXX Mentor Familiarization -BOP

04/09/2004 HRM-0080-BXX Civil Treatment for Managers -BOP

04/09/2004 HRM-0110-BSX Principles of Leadership Phase II -BOP
12/10/2003 PRD-5010-BXX CDEV - Program Review (Cross Dvlp) -BOP
05/25/2001 HRM-0660-BSX Principles of Leadership Phase I -BOP
06/18/1998 HRM-5050-BXX CDEV - Human Resource Management (Cross Dvlp) -BOP FEMA

References	
Jefferson S, Dunn, Former Commiss	ioner Alabama Dept of Corrections, Colonel USA
Mark Fassl, Former Inspector Gene	ral Alabama Dept of Corrections Colonel US Arm
Betsy Jividen, Commissioner, West	Virginia Division of Corrections
Chris Brannon, Chief of Intelligence	& Analytical Support Florida Dept of Corrections



Williams

MAILING ADDRES

NAME

THE STATE OF TEXAS APPLICATION FOR EMPLOYMENT

For State Agency Use Only							
Date received							
Time received							
Received by							

(Daytime Phone)

Same

Job Applicant No.

<u>PRINT IN BLACK INK OR TYPE</u>. These instructions must be followed exactly. Fill out application form completely. If questions are not applicable, enter "NA." **Do not leave questions blank**. Be sure to sign when completed. The State of Texas is an Equal Opportunity Employer and does not discriminate on the basis of race, color, national origin, sex, religion, age or disability in employment or the provision of services. You may make copies of this application and enter different position titles, but <u>each copy must be signed</u>. **Resumes will not be accepted in lieu of applications,** unless specifically stated in the job vacancy notice. This application becomes public record and is subject to disciosure.

With few exceptions, you have the right to request and be informed about information that the State of Texas collects about you. You are entitled to receive and review the information upon request. You also have the right to ask the state agency to correct any information that is determined to be incorrect. (Reference: Government Code, Sections 552.021, 552.023 and 559.004.)

Charles

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E-MAIL ADDRESS											
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AN EQUAL OPPORTUNITY EMPLOYER If a license, certificate, or other authorization is required or related to the position for which you are applying, complete the following: LICENSE/CERTIFICATION Issued by/Location of issuing authority Date Date (P.E., R.N., Attorney, C.P.A., etc.) (State or other authority) (City & State) License No. issued expires Special Training/Skills/Qualifications: List all job-related training or skills you possess and machines or office equipment you can use, such as calculators, printing or graphics equipment, computer equipment, types of software and hardware. (Attach additional page, if necessary.) FEMA-100, 200, 546,547 NIMS-700, 800 ICS-300,400 Approximately how many words per minute do you type? Are you a certified interpreter? Yes

No Sign Language (If required for this position) Yes

No Do you speak a language other than English? (If required for this position) Yes 🔲 No 🔳 How fluently? Fair ☐ Good ☐ Excellent ☐ If yes, what language(s) do you speak? Do you write in a language other than English? (If required for this position) Yes 🗌 No 🔳 If yes, which language(s) Are you currently employed by the State of Texas? Yes ☐ No ■ Have you ever been employed by the State of Texas? Yes ☐ No ■ If you have been previously employed by the State of Texas, list the agency/agencies: No FORMER FOSTER YOUTH (Verification may be required.) Were you a foster youth under the Texas Department of Family and Protective Services on the day before your 18th birthday? Yes 🗌 No 🔳 If yes, are you currently 25 years of age or younger? Yes ☐ No ☐ MILITARY SERVICE (A copy of a report of separation from the Armed Services may be required.) Honorable Are you a veteran? Yes
No
If yes, list type of discharge Dates of Service (From/To): 10/30/1985 - 11/15/1994 Are you a surviving spouse of a veteran who has not remarried? Yes

No Are you a surviving orphan of a veteran killed while on active duty? Yes
No If yes, complete dates of service for veteran (From/To): Are you the spouse of a member of the US armed forces or Texas National Guard serving on active duty? Yes 🗆 No 🗖 Are you the spouse and primary source of income for a veteran who has a total disability with a rating of at least 70 percent or on individual unemployability? Yes No I PLEASE READ THE FOLLOWING STATEMENTS CAREFULLY AND INDICATE YOUR UNDERSTANDING AND ACCEPTANCE BY SIGNING IN THE SPACE PROVIDED 1. I certify that all the information provided by me in connection with my application, whether on this document or not, is true and complete, and I understand that any misstatement, falsification, or omission of information may be grounds for refusal to hire or, if hired, termination. 2. I understand that as a condition of employment, I will be required to provide legal proof of authorization to work in the U.S. 3. I understand that the State of Texas requires all males who are 18 through 25 and required to register with the Selective Service, to present either proof of registration or exemption from registration upon hire. I understand that some state agencies will check with the Texas Department of Public Safety, the Federal Bureau of Investigation or other organizations, for any criminal history in accordance with applicable statutes. I authorize any of the persons or organizations referenced in this application to give you any and all information concerning my previous employment, education, or any other information they might have, personal or otherwise, with regard to any of the subjects covered by this application, and I release all such parties from all liability from any damages which may result from furnishing such information to you. THIS APPLICATION MUST BE SIGNED SIGN HERE:

Signature - Applicant

Page 2 of 4

EMPLOYMENT HISTORY

This information will be the official record of your employment history and must accurately reflect all significant duties performed. Summaries of experience should clearly describe your qualifications.

- Include ALL employment. Begin with your current or last position and work back to your first. Employment history should include each position held, even those with the same employer.
- 2. EMPLOYER ADDRESSES MUST BE COMPLETE MAILING ADDRESSES, INCLUDING ZIP CODE.
- 3. Answer all questions and completely summarize your experience including technical and managerial responsibilities and any special training, skills and qualifications for each position you have held.

If you need additional space to adequately describe your employment history, you may use this employment history sheet or attach a typed employment history providing the same information in the same format as this application form.

Name Williams Charles		
Last First Middle	e	
Employer: Alabama Dept, of Corrections Mailing Address: 301 S. Riplev st. City & State/ZIP: Montgomerv. AL 36104 Employer's Telephone No.: 334-353-3883 Starting Date Leaving Date Current/ Technical L Mo. Day Yr. Mo. Day Yr. Final Salary Non-Managerial	Imediate Supervisor Name: Fred Lovlace Ite: Chief Deputy Comm. Supervisor's Telephone No.: Supervisory, number of employees you pervised: 30	Full-Time Part-Time Summer Temp/Project Give average # of hours worked per week if part-time:
Summary of experience including special training/skills/qualifications you have used in the As the Deputy Commissioner of Operations and New Prison Department of Corrections (ADOC). I provide leadership and state's 23 male prisons that employ more than 1,700 security approximately 18,600. The ADOC's facility levels are from Co Security Closed include housing for those sentenced to death I provide direct oversight for the design, build construction an Elmore Specialized Men's Facility with an expenditure of \$1.0 AL. I capture the strategic leadership, and organizational goal construction as outlined in legislation, internal, and external seludgeting, Contracts and Procurement, Project Management and staffing. Specific reason for leaving: Currently employed at ADOC. Carrer ad	Construction within the addington of the daily op y staff and an inmate poper or munity Based Facilities the within the state of Alaband transition for the new 082 billion located in Elmals of the ADOC's new postakeholders in the areas of the granicational strateging.	erations of the culation of es to High eama. 4000 bed hore County rison of Fiscal,
Employer: New York City Depart of Correction Mailing Address: 75-20 Astoria Blvd City & State/ZIP East Elmhurst Employer's Telephone No.: 718-546-7000 Starting Date Leaving Date Current/ Final Salary Non-managerial	nmediate Supervisor Name: Chris Miller itle: Deputy Commissioner upervisor's Telephone No.: supervisory, number of employees you upervised: 10	Full-Time
Summary of experience including special training/skills/qualifications you have used in the As the Assistant Commissioner of Operations, I partner with Wardens in monitoring all aspects of facility operations. I reproperations and collaborate with the facility Wardens and confacility operations are managed in accordance with department responsible for monitoring and working with the Correctional remain compliant with all legal mandates, court orders, feder establish and maintain cooperative working relationships across the senior leadership team, oversight agencies, public professional groups and correctional employees; analyze site specific reason for leaving: Promotion to Deputy Commissioner	e performance of this job: and assist departmental port to the Associate Con rrectional staff to ensure ent policy and practices. I Wardens to ensure that ral/state/city and local re- ic agencies, community a	nmissioner of that daily I am also jail operations gulations;

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APPLICANT EEO DATA FORM

For State Agency Use Only:]
Applicant Number:	

The information requested is optional and is being collected for the purpose of reporting to Federal and Equal Employment Opportunity Agencies and will not be considered as part of the application for employment. It will be separated from the application.

1. Job Posting Number	2. Last Name (Type or Print)	First	Middle				
16879170	Williams		Charle	s				
3. Address	City	State	ZIP Code	4. Daytime Phone	5. Work Phone			
6. Sex 7, Birth Date M-Male F- Female				 Asian ☐ I-American In ☐ M-Two or More Ra	dian or Alaskan Native			
9. Veteran	10. Surviving Spouse of	Veteran who h	as not	11. Orphan of Vetera	n			
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active duty Yes No	Yes No			☐ Yes ■ No				
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White – a person having origins				East, of North Airica.				
Black – a person having origins								
Hispanic – a person of Cuban, I race.	Mexican, Puerto Rican, So	uth or Central	American, c	or other Spanish culture	e or origin, regardless of			
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