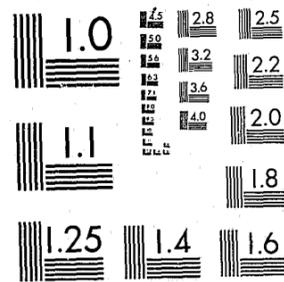


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BONDING ASSISTANCE

a demonstration project in the prisoner training programs

EXPERIMENTAL MANPOWER LABORATORY for CORRECTIONS

09975

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BONDING ASSISTANCE DEMONSTRATION PROJECT IN THE PRISONER TRAINING PROGRAMS: FINAL REPORT

prepared by

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Project Director

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under

Contract No. 82-01-69-06
Manpower Administration
U. S. Department of Labor

Experimental Manpower Laboratory for Corrections
operated by the
Rehabilitation Research Foundation
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Abstract

The availability of fidelity bonds for ex-offenders who were involved in the U. S. Department of Labor's (DOL) institutional "251" prisoner training projects has assisted job-qualified ex-offenders in gaining jobs they would not have gotten otherwise. This report (a) describes methods used in providing bonding assistance to ex-offenders, utilizing a central agency, and (b) presents an analysis of demographic data on the types of ex-offenders who required bond.

This project, started in August 1969, is only a small part of the larger Federal Bonding Program which the Department of Labor has been conducting since 1966. One of the objectives of this current study was to assess the feasibility of a central agency administering the project for numerous geographically dispersed prisoner training projects. The Experimental Manpower Laboratory for Corrections (EMLC) at the Draper Correctional Center in Elmore, Alabama, acted as the central agency and collected, analyzed, and reported the demographic data which were gathered on the bondees.

Only minor problems were encountered in the central agency administration, and they were remedied quickly. The ease in administering the project is attributed to an open line of informal and formal communication between the bonding certification agents in the field and the director. This close working relationship helped to reduce formalities to a minimum and facilitated timely reporting from the field. Conference calls from the director to groups of BCA's and brief letters were also used periodically to help maintain these ties.

Two important findings from the analysis of the demographic data and anecdotal material are noteworthy: (1) The project appears to have had its greatest impact in assisting *job-qualified* ex-offenders to obtain employment who would otherwise have been unable to obtain *those* jobs, and (2) many ex-offenders were placed in jobs without having a bond negotiated. In many reports from the BCA's, it was indicated that they were placing ex-offenders in jobs merely because the employers were sold on their qualifications as soon as it was learned that the federal government would bond them if needed.

Additionally, it was found that if a central agency is to function effectively as a training center, a problem-solving and question-answering service, and a data collection and analysis organization, it must devote the better part of three persons' time to the task.

From the overall analysis of the bonding project, two recommendations are made: (1) That in order to prevent unnecessary bonding unit usage, all agents should periodically cross-check bondee records on hand with a print-out from the bonding company which indicates the dates that individuals were bonded and terminated and (2) that all agents be required to maintain data for those individuals who are not bonded but who are placed in jobs merely because the agent mentioned the bonding capability. Data from (2) would yield a more accurate appraisal of the bonding program's beneficial impact.

**BONDING ASSISTANCE DEMONSTRATION PROJECT
IN THE PRISONER TRAINING PROGRAMS**

Introduction

In recent years, one of the emphases of the Department of Labor's attack on the criminal problem has been upon the improvement of occupational skills and the placement of ex-offenders in productive employment when they leave prison (Phillips, 1967).¹ Offenders who have received occupational training under the Manpower Development and Training Act, however, have found that training alone does not secure productive employment. A man's training may well qualify him for a particular job, but his ex-offender status often creates a reluctance to hire him. This reluctance is sometimes blamed on commercial bonding companies who refuse to supply him coverage. The unavailability of fidelity bonding coverage adds another barrier to the employment of otherwise qualified ex-offenders.

Since 1966, the Manpower Administration of the U. S. Department of Labor (DOL) has been conducting a limited pilot project of bonding assistance through various public employment offices and some special manpower projects across the country. There were two primary purposes for this project: (1) to determine the usefulness of providing fidelity bonding coverage to ex-offenders and selected others and (2) to cause employers and commercial bonding companies to reexamine bonding practices in an effort to reduce barriers to employment for reasons other than an employees' ability to perform.

As bonding assistance proved generally viable (and in many cases almost mandatory for getting a job), the concept was expanded to include the service as part of all Department of Labor prisoner training projects (then called "251" projects, after Section 251 of the Manpower Development and Training Act). To do this without a large appropriation for administration in about 40 cities was not feasible; therefore, an experimental and demonstration project was proposed as a pilot effort to determine what the major problems might be when the many bonding projects would be welded into a national program.

The Experimental Manpower Laboratory for Corrections (EMLC), operated by the Rehabilitation Research Foundation (RRF) in Elmore, Alabama, which had been providing bonding assistance to its "251" prisoner trainees upon release, was asked in 1969 by the Office of Research and Development to test two ideas: (1) to explore the administrative problems and effectiveness of a central agency in acting as a resource unit for supplying bonds to ex-offenders in other prisoner training projects and (2) to gather and report the demographic data on ex-offenders being bonded in these so-called "251" projects. This is a report on the experiences and findings in carrying out these ideas.

¹Phillips, C. W. "Manpower Training in Prisons." *Rehabilitation Record*, July-August, 1967, pp. 34-36.

Administration of Project

Training bonding agents in various parts of the country and serving as a technical answering resource regarding bonding in general were the essential tasks of the EMLC's administration of the bonding project. Training had to be organized and conducted for a selected group of personnel who would handle bonding ex-offenders and who would also assist by filling out a data retrieval form (MA-110) on each person bonded. Questions, most of which referred to the eligibility of the bonding applicant, were answered by the director of the bonding project. If a potential employee was being denied employment because he could not be bonded, the person negotiating with the employer [usually an Employment Service (ES) agent] was directed to explain the project and to offer bonding assistance, including the actual writing of a bond.

In all, 31 bonding certification agents (BCA's), representing 24 states, were trained during the two-year project period. Twenty-three of the agents represented state employment service agencies of their respective states; eight agents were representatives from state correctional systems. Most of the agents (26) were trained in August, 1969, by combined staff from the Manpower Administration, the U. S. Training and Employment Service, and the EMLC during a three-day conference in Montgomery, Alabama. Five additional BCA's were trained later via mail, telephone, or on-site training by the director. Over half (19) of the agents monitored bonding activity from their downtown offices. Twelve of the agents were outstationed at the various correctional institutions (See Appendix for a detailed breakdown of agents' names, affiliations, and locations).

Training of the BCA's stressed the procedures which were to be used in recording the data, the proper way to complete bonding forms, and the importance of not "over selling" the bond as a blanket tool for job development. In developing jobs for ex-offenders, the agent was instructed to emphasize the qualifications of the person seeking employment. However, if it appeared in the agent's judgment that the employer either feared the risk of hiring an ex-offender, or if he claimed that his bonding company would not bond anyone with a questionable record, then the agent was instructed to explain the bonding project to the employer and to supply the coverage where necessary.

The method for training BCA's who occasionally were added to the project as replacements for former agents or for newly implemented "251" projects consisted of packaging and mailing the various forms to the new agent. Included in the package were:

- (1) typed instructions for bonding certification agents
- (2) a list of their duties and responsibilities
- (3) a state sponsor and area coordinator directory
- (4) a bonding certification agent directory (which was prepared by the EMLC)

- (5) two pre-printed sample letters to be sent to employers explaining that bonding coverage was being processed (the letters were to be sent to employers at the BCA's discretion)
- (6) a position paper prepared by the DOL to explain the bonding project
- (7) ample numbers of both the special data collection form, MA-110, and bonding certification forms
- (8) and a list of the various types of bonds with a brief definition of each.

A letter was included in the package which listed the contents of the package and explained that the director would telephone the new agent within the week to help explain any questions arising from the material or procedures.

As an exception to this method of training, the director traveled to a new project in Arkansas to conduct a brief training session. When the package of materials was sent to the new BCA, a carbon copy of the director's letter to the agent was sent to the DOL for reporting purposes and to insure compliance with the training requirements. In about three months' time from the inception of the contract, the reporting system was firmly established. To date, there have been only occasional failures to report activity due to oversight or misplaced records.

During the two-year period, there were close to 2,500 pieces of correspondence originating from the director in answer to agents' requests for information or in asking agents for information. Many of the director's requests were simple one- or two-line letters reminding each agent that the director's monthly report was due in Washington and that all bonding activity needed to be included. In all, during the same period, about 100 commercial calls were made to facilitate bonding related business. A number of other calls were made to Washington for discussion of topics related to administration of the bonding project.

Explication of Demographic Data²

Almost two-thirds of the bondees reported were below age 35 at the time of bonding (see Table 1). About one-half were married; slightly more than one-fourth were single; and the remaining bondees were reported in the "other"³ category (see Table 2).

TABLE 1
Reported Age Distribution of Bondees

Age	Number	Percent*
15-19	2	1.7
20-24	30	26.1
25-29	26	22.6
30-34	20	17.4
35-39	12	10.4
40-44	11	9.6
45-49	6	5.2
50-54	5	4.3
55-59	2	1.7
60-64	1	.9
Age not reported	1	----
Total	116	

*Percentages based on number reporting age.

TABLE 2
Marital Status of Bondees

Marital Status	Number	Percent
Married	56	48.3
Single	32	27.6
Other*	28	24.1
Total	116	

*Other includes widowed, widower, separated or divorced.

²All data are reported as of June 30, 1971.

³"Other" includes widowed, widower, separated or divorced.

Slightly over four-fifths were white; 13.8% were reported as non-white (see Table 3). Over half were reported as having been convicted of one or two crimes (see Table 4).

TABLE 3
Racial Composition of Bondees

Race	Number	Percent*
White	92	85.2
Nonwhite	16	14.8
Race not reported	8	----
Total	116	

*Percentage based on number reporting race.

TABLE 4
Reported Convictions of Bondees

Reported Number of Crimes Convicted	Number	Percent*
None	3	2.7
One	39	34.5
Two	31	27.4
Three	20	17.7
Four	7	6.2
Five or more	13	11.5
Not reported	3	----
Total	116	

*Percentages based on reported number of crimes for which bondees had been convicted.

Almost all were reported as having been institutionalized one, two, or three times, while 13 (12.1%) were never committed (see Table 5). Slightly less than half were bonded for more than \$5,000 (see Table 6). Almost two-thirds had some high school education (see Table 7).

TABLE 5
Prior Institutional Commitments of Bondees

Times Committed to an Institution	Number	Percent*
None	13	12.1
One	51	47.7
Two	17	15.9
Three	14	13.1
Four	6	5.6
Five or more	6	5.6
Not reported	9	---
Total	116	

*Percentages based on reported number of times bondees had been committed to an institution.

TABLE 6
Amounts of Bond

Amount of Bond	Number	Percent
\$500 or less	7	6.0
\$501 to \$999	0	0.0
\$1,000 to \$1,500	12	10.3
\$1,501 to \$1,999	1	.9
\$2,000 to \$2,500	7	6.0
\$2,501 to \$5,000	34	29.3
\$5,001 to \$10,000	55	47.4
Total	116	

TABLE 7
Reported Education Level of Bondees

Education*	Number	Percent**
4 or less	0	0.0
5-6	1	.9
7-8	11	9.9
9-10	30	27.0
11-12	47	42.3
13-14	16	14.4
15-16	5	4.5
17-18	1	.9
Not reported	5	---
Total	116	

*Education reported in years.

**Percentages based on education levels which were reported.

About two-thirds were employed in either white-collar or skilled jobs. Only 17 (14.7%) were employed in unskilled work (see Table 8). Over four-fifths were reported to have held either two or three previous jobs (see Table 9). Of those bondees who were reported as terminated at some point during the period, 58 (82.9%) gave no reason for termination⁴ (see Table 10).

TABLE 8*
Types of Employment for Which Bonds Were Provided

Type of Employment	Number	Percent
White collar	45	38.8
Skilled	29	25.0
Semiskilled	25	21.6
Unskilled	17	14.7
Total	116	

*White collar refers to salesman, cost accountant, manager, etc.; skilled refers to dragline operator, watch repairman, drill press operator, etc.; semiskilled refers to auto mechanic helper, furnace cleaner, order clerk, etc.; and unskilled refers to building maintenance, stock and delivery clerk, warehouseman, etc.

⁴Although not reflected in the reported data, the majority of terminations were due to ex-offenders voluntarily seeking other jobs where bonding was not needed.

TABLE 9
Number of Previous Jobs Held by Bondees

Number of Previous Jobs Reported	Number	Percent
0	3	2.6
1	18	15.5
2	20	17.2
3	75	64.7
4 or more	0	0.0
Total	116	

TABLE 10
Reported Reason for Termination of Bond

Reason for Terminating Bond*	Number	Percent
Left job	4	5.7
Did not show for work	2	2.9
Incompetence	1	1.4
Stealing	1	1.4
Default	1	1.4
Death	1	1.4
Unsatisfactory work	2	2.9
No reason reported	58	82.9
Total	70	

*Of the 116 bonds granted, 70 (60.3%) have been terminated as of June 30, 1971.

Over one-half of the bondees were counseled by the agent as a criterion for bonding eligibility and 6 (5.2%) of the bondees were reported to have received some training in a "251" project (see Table 11). Over two-thirds of the bonds lasted four months or less (see Table 12).

TABLE 11
Eligibility Criteria of Bondees

Criteria Under Which Applicants Were Determined Eligible for Bonding	Number	Percent
Work training	5	4.3
Work experience	10	8.6
Counseled	68	58.6
Institutional training	2	1.7
Work training and counseled	5	4.3
Institutional training and counseled	6	5.2
Work experience and counseled	7	6.0
"251" trainees	6	5.2
Not reported	4	3.4
Combination of all four categories*	1	.9
Work experience and institutional training	1	.9
Work training and institutional training	1	.9
Total	116	

*All four categories include institutional training, work training, work experience and counseled.

TABLE 12
Distribution of Number of Months Bonds Were in Effect as of June 30, 1971

Duration of Bond	Number	Percent*
2 months or less	28	40.0
3 or 4 months	14	20.0
5 or 6 months	7	10.0
7 or 8 months	3	4.3
9 months or more	18	25.7
Those still bonded	46	---
Total	116	

*Percentages based on number reporting terminations.

Bondee Composite and Selected Cases

The typical bondee who made up the EMLC sample is between 20-35 years old, is probably married, is white, has been convicted of one or more crimes, has been committed to an institution at least once, has been bonded for \$5,000 or more, has had some high school education, is employed in a white-collar or skilled job, has had three jobs previously, has been counseled by one of the prison staff or bonding agent regarding bonding, and is bonded for four months or less. The following are examples of several successful cases in which bonding was a determining factor:

- James is a 44-year-old male who was serving a life sentence in the South Carolina Department of Corrections. During his incarceration, James took an extensive correspondence course in jewelry and watch repair. After he was approved for the work release program, it was discovered that very few jewelry stores were willing to accept an ex-offender in their business. With the assistance of bonding, however, the BCA helped James secure employment with a jewelry store. Due to James' success while participating in the work release program, he was paroled earlier than expected and is now living as a useful member of the community.
- In Kansas, the BCA reported that John, an ex-offender convicted of grand larceny, was employed with an engineering firm as a rodman but was transferred to the accounting department of that firm. When financial backers of the company made demands that John be removed from "work on the books," the parole officer brought this matter to the BCA's attention and he was bonded immediately. The financial backers withdrew their objections and the ex-offender is now "making it" on the outside with the same company.
- The Michigan BCA reported that most of his bonding experiences were "favorable." He reported that one ex-offender, George, who was bonded through the project had been promoted twice into more responsible and financially rewarding positions. The employer had made a special comment about being "proud of George's achievements." In another Michigan bonding case, reported by the BCA, an ex-offender became a manager of a large service station with total responsibility for inventory, funds, hiring, etc. Carl is doing very well at last report, according to the Michigan BCA.

- The BCA in Texas reported that one of his ex-offender applicants was an admitted alcoholic with felony convictions under both state and federal law and had a sporadic work record. Harold, the applicant, had been referred on an existing order for a porter at a local woodworking company. The Texas Employment Commission had previously started a policy of printing the word "bondable" on their job referral cards, and the employer in Harold's case commented that he had started to throw the referral card out, but the word "bondable" intrigued him. He did not understand how such an applicant could be bonded. The BCA explained the project to the employer who, after a brief pause, stated "that if the federal government cared enough to be willing to bond Harold, he would be willing to hire him without the bond." Since then the employer has hired several other referrals from the Commission with criminal backgrounds.

On two occasions the word "bondable" was inadvertently omitted from the referral cards. In each case the employer called to inquire if the applicant was bondable, and in each case when it was explained that they were, the applicants were hired. At the date of the BCA's report, January 1971, the employer had not asked for a single bond, but had hired several ex-offenders.

There are other BCA's who report the same phenomenon of never having to negotiate bond to land a job for an ex-offender applicant. The Arizona BCA reported in January 1971 that only three bonds had been negotiated to facilitate the job placement of ex-offenders in his program. However, he reported that there were *slightly more than 100 bonding certification forms started for ex-offender applicants*, but when the employer was advised that a bond could be provided through the project, the request for a bond was removed or it was written by the employer's bonding company.

Discussion

It is quite clear that the availability of bonding has helped several job-qualified ex-offenders receive jobs they would not have received otherwise. The data do not reflect the numerous job placements that were made by BCA's merely because they mentioned that the bonding was available to employers. However, almost all BCA's reported that they had placed several ex-offenders without having to negotiate the bond. It appears that the bonding project has had immeasurable, far-reaching effects. The mere mention of the bond has apparently helped many ex-offenders land productive jobs.

Another apparently significant finding in this analysis reveals that 6 (5.2%) of the bondees had some "251" training. As originally envisioned, the bonding project was focused on helping ex-offenders who had "251" training, but, as it turned out, the bonding project has been more successful in assisting ex-offenders with varied experiences and backgrounds who could not obtain *the* job without the bond.

As far as the effectiveness of a central agency's administration of the project, there have only been minor problems, e.g., a BCA occasionally misplaced a record and failed to report his bonding activity accurately or did not send all of the required forms.

There were some problems in matching records with the bonding company as the project drew to a close and was absorbed by the U. S. Training and Employment Service of the U. S. Department of Labor. Apparently the bonding company did not receive termination notices on bondees who had been terminated by the BCA's. The director had received copies and reported the number of terminations monthly, but there was no means of cross-checking the director's records with the records of the bonding company, and, therefore, he was not sure if the bonding company had received termination notices or had acknowledged such receipt. All records have now been properly corrected.

The director used an informal line of communication with the BCA's as well as formal, when necessary, which seemed to be a helpful method in reducing formalities to a minimum and in facilitating quick reporting from the field. Another method which seemed to help tie the reporting procedures together was *conference calls*. Occasionally, the director would call a group of agents just to see how things were going and to see if there were any lingering questions regarding bonding. Letters from the director were also used with the intention of letting the agent know that the director was there to help clear up any bonding problem or to answer any question regarding procedures at any time. As long as the lines of communication are open, agents are less hesitant about discussing a problem. This is an extremely important facet of the operation, especially since agents are scattered throughout the country. In fact, it may be the one item which allows a project with this magnitude to be successful.

It is estimated that in order for a central agency handling about 30 agents to (a) function as a training center, (b) provide problem-solving and question-answering services, and (c) maintain data collection and analysis, a total of at least one day a week for a director, one-half day a week for a typist, and two days for a data analyst are required. This amounts to 1,252 man hours for the two-year period, or approximately 600 man hours per year.

Recommendations

- (1) That all agents periodically cross-check, e.g., on a monthly or bimonthly basis, bondee records on hand with a print-out from the bonding company indicating the dates individuals were either bonded or terminated. The state coordinator could act as the central resource for collection of these data and as the intermediary between the agent and the bonding company in the event intervention is necessary. A report should be required which would indicate that all records are in order. These reports should originate at the local offices and be sent to the state coordinator for compilation and then to the U. S. Training and Employment Service for further reference. Copies of these reports should be maintained in each office.
- (2) That all agents be required to maintain data for those individuals who are not bonded but who are placed in jobs merely because the agent mentioned the bonding capability. These data would indicate a more accurate appraisal of the bonding program's beneficial impact.

APPENDIX

Directory of Bonding Certification Agents
in the Prisoner Training Programs
under Section 251
of the Manpower Development and Training Act

DIRECTORY OF BONDING CERTIFICATION AGENTS

Bonding Certification Agent	Affiliation and Location of Bonding Certification Agent
ALABAMA	
Mr. John L. Logan Draper Correctional Center P. O. Box 1107 Elmore, Alabama 36025 205/567-4305	Alabama State ES Representative, outstationed at Draper Correctional Center in Elmore, Alabama
ARIZONA	
Mr. W. J. Soltau, Chief Manpower Work-Training Arizona State Employment Service 1717 West Jefferson Street Phoenix, Arizona 85005 602/271-5176	Arizona State ES Representative, working with Arizona State Prison in Florence, Arizona
ARKANSAS	
Mr. Marvin Ozment Arkansas Employment Security Division Employment Security - Welfare Building P. O. Box 2981 Little Rock, Arkansas 72203 501/371-1275	Arkansas State Employment Security Representative, working with Arkansas Prison System in Little Rock, Arkansas
CALIFORNIA	
Mr. Phillip K. Glossa Sierra Conservation Center P. O. Box 497 Jamestown, California 95327 209/984-5291	Department of Corrections State of California Representative, outstationed at Sierra Conservation Center in Jamestown, California
FLORIDA	
Mr. K. Wayne Helms Apalachee Correctional Institution Chattahoochee, Florida 32324 904/593-8411	Department of Health and Rehabilitative Services, Adult Corrections Representative, outstationed at Apalachee Correctional Institution in Chattahoochee, Florida

Bonding Certification Agent	Affiliation and Location of Bonding Certification Agent
GEORGIA	
Mr. Warren Harvey Guidance and Counseling Officer Georgia State Prison Reidsville, Georgia 30453 912/557-4301, Ext. 108 or 107	Georgia State ES Representative, outstationed at Georgia State Prison in Reidsville, Georgia
Mr. W. B. Zuber Employer Relations Representative Georgia Training and Development Center P. O. Box 252 Buford, Georgia 30518 912/945-9546	Georgia State ES Representative, outstationed at Georgia Training and Development Center in Buford, Georgia
IDAHO	
Mr. C. A. Chartrand Manpower Training Coordinator Department of Employment State of Idaho P. O. Box 7189 Boise, Idaho 83707 208/344-7451	Idaho State ES Representative, working with Idaho State Penitentiary in Boise, Idaho
Mr. G. M. Blakley Department of Employment State of Idaho P. O. Box 7189 Boise, Idaho 83707 208/344-7451	Idaho State ES Representative, working with Idaho State Penitentiary in Boise, Idaho
ILLINOIS	
Mr. Charles O. Davis, Manager Illinois State Employment Service 100 South Park Avenue Herrin, Illinois 62948 618/942-2137	Illinois State ES Representative, working with Illinois State Penitentiary, Vienna Branch, in Vienna, Illinois
Mr. Raymond L. Erbach Bonding Demonstration Program Coordinator Illinois State Employment Service 608 South Dearborn Street, 14th Floor Chicago, Illinois 60605 312/427-9568	Illinois State ES Representative, working with entire metropolitan area of Chicago to include Cook County Jail

Bonding Certification Agent	Affiliation and Location of Bonding Certification Agent
INDIANA	
Mr. Jerome Puryear Vocational Director Indiana State Reformatory P. O. Box 28 Pendleton, Indiana 46064 317/778-2630	Indiana Department of Correction Representative, outstationed in Indiana State Reformatory in Pendleton, Indiana
KANSAS	
Mr. A. A. Moore Kansas State Employment Service Sixth and Washington Streets Hutchinson, Kansas 67501 316/663-4441	Kansas State ES Representative, outstationed at Kansas State Industrial Reformatory in Hutchinson, Kansas
Mr. John T. Skahan, Manager Kansas State Employment Service P. O. Box 87 Leavenworth, Kansas 66048 913/682-4152	Kansas State ES Representative (Manager), working with Kansas State Prison in Lansing, Kansas
KENTUCKY	
Mrs. Joy Mooney Senior Employment Counselor 300 South Upper Street Lexington, Kentucky 40508 606/252-2371, Ext. 211	Kentucky State ES Representative, working with Kentucky Village (State Correctional Institution) in Lexington, Kentucky
MAINE	
Mr. Earle S. Dow Business Manager Maine State Prison Box A Thomaston, Maine 04861 207/354-2535	Maine State Prison Representative, outstationed at Maine State Prison in Thomaston, Maine
MICHIGAN	
Mr. William A. Hyde Project Director Michigan Department of Corrections Stevens T. Mason Building, Third Floor Lansing, Michigan 48926 517/373-2750	Michigan Department of Corrections Representative, working with the institution of Michigan Department of Corrections

Bonding Certification Agent	Affiliation and Location of Bonding Certification Agent
MICHIGAN	
Mr. Anthony Balice Michigan Department of Corrections Stevens T. Mason Building Lansing, Michigan 48926 517/373-2750	Michigan Department of Corrections Representative, working with the institution of Michigan Department of Corrections
MINNESOTA	
Mr. Charles E. Frawley Minnesota State Prison Box 55 Stillwater, Minnesota 55082 612/439-1910	Minnesota Department of Corrections Representative, outstationed at Minnesota State Prison in Stillwater, Minnesota
MISSOURI	
Mr. Stanley B. Osborn Manpower Coordinator 421 East Dunklin Street Jefferson City, Missouri 65101 314/636-6141	Missouri State ES Representative, working with Missouri Training Center for Men in Moberly, Missouri
Mr. Jimmie L. Kilgore Moberly Training Center for Men Box 7 Moberly, Missouri 65270 314/636-6141	Missouri State ES Representative, working with Missouri Training Center for Men in Moberly, Missouri
MONTANA	
Mr. Vernon L. Vatland Employment Security Commission P. O. Box 1728 Helena, Montana 59601 406/449-3600	Montana State Employment Security Commission Representative, located in Helena and working with Montana State Prison in Deer Lodge, Montana
NEVADA	
Mr. Charles R. Fish MDT Coordinator Nevada State Employment Service 500 East Third Street Carson City, Nevada 89701 702/882-7223	Nevada State ES Representative, working with Nevada State Prison in Carson City, Nevada

Bonding Certification Agent	Affiliation and Location of Bonding Certification Agent
OREGON	
Mr. Kraig A. Gately Employment Division 675 Union Street, Northeast P. O. Box 751 Salem, Oregon 97310 503/585-4720	Oregon State ES Representative, working with Oregon State Penitentiary for Women in Salem, Oregon
PENNSYLVANIA	
Mr. Leo Rooney Pennsylvania State Employment Service 32 East Union Street Wilkes Barre, Pennsylvania 18702 717/825-7511	Pennsylvania State ES Representative, working with State Correctional Institute in Dallas, Pennsylvania
SOUTH CAROLINA	
Mr. Jerry Spigner, Warden Prerelease Center South Carolina Department of Corrections 4600 Broad River Road Columbia, South Carolina 29210 803/772-5520, Ext. 70	South Carolina Department of Corrections Representative, outstationed at Prerelease Center in Columbia, South Carolina
TENNESSEE	
Mr. William Thompson Shelby County Penal Farm Route 8, Box 500 Memphis, Tennessee 38128 901/386-4391	Tennessee Department of Employment Security Representative, outstationed at Shelby County Penal Farm in Memphis, Tennessee
Mr. S. J. Teregoy Shelby County Penal Farm Route 8, Box 500 Memphis, Tennessee 38128 901/386-4391	Tennessee Department of Employment Security Representative, outstationed at Shelby County Penal Farm in Memphis, Tennessee
TEXAS	
Mr. L. F. Burns Texas Employment Commission Houston Area, District Office 1115 Anita Street Houston, Texas 77004 817/335-5111	Texas Employment Commission Representative, located in Houston and working with Huntsville Correctional Institution in Huntsville, Texas

Bonding Certification Agent	Affiliation and Location of Bonding Certification Agent
UTAH	
Mr. William Maynes 174 Social Hall Avenue Salt Lake City, Utah 84111 801/322-1433	Utah State ES Representative, working with Utah State Prison in Draper, Utah
WYOMING	
Mr. Harlan C. Kerr, Jr. Interviewer II P. O. Box 70 Rawlins, Wyoming 82301 307/324-2991	Wyoming State ES Representative, working with Wyoming State Penitentiary in Rawlins, Wyoming

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