



STATE OF IOWA

KIM REYNOLDS, GOVERNOR
ADAM GREGG, LT. GOVERNOR

IOWA PRISON INDUSTRIES
DAN CLARK, DIRECTOR

August 28, 2017

Jerry Bartuff - Director, Iowa Department of Corrections
510 E 12th Street, Des Moines, IA 50319

Dear Jerry,

I recommend that a new Prison Industries Enhancement (PIE) project be established at the West Liberty Foods operation in Mount Pleasant, IA, and hereby request your approval as required under Iowa Administrative Code §201-37.9 (904).

Application requirements under Iowa law and the federal PIECP stature have been met, including:

- Establishment that no civilians will be displaced due to this offender employment program;
Assurance that offenders will be paid wages commensurate with civilian workers;
Personal meetings with the Henry County Board of Supervisors and Sheriff;
Notification of governmental officials, related businesses and organized labor;

A copy of the complete dossier is attached for your reference.

Following your review and approval, the project will seek approval from the IPI Board of Advisors and the U.S. Department of Justice, Bureau of Justice Assistance.

No opposition to the project has been expressed by any citizen groups, legislators, law enforcement, organized labor, or other businesses.

As you know, the PIE program is one of the most successful work training programs available, and studies have shown that offender participants experience significantly lower rates of recidivism. In addition, offenders are better able to contribute to their family support obligations, pay victim restitution, and reimburse the state for some of the costs of their incarceration.

Let me know if you have any questions about the project, or need additional information.

Thanks and best regards,

[Handwritten signature of Dan Clark]

Dan Clark

Project Approval:

[Handwritten signature of Jerry Bartruff]
Jerry Bartruff, Director
Iowa Department of Corrections

Date: 8-28-17

Our Vision: A meaningful work opportunity for every offender
IPI: Building Brighter Futures

(TEL) 515-822-8920 - 510 East 12th Street, Des Moines, Iowa 50319 - (FAX) 515-725-5799

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Prison Industry Enhancement Certification Program (PIECP)
Notice of Cost Accounting Center (CAC) Designation

A. Provide a One Paragraph Description of the Proposed CAC

West Liberty Foods slices and packages prepared meats for the restaurant industry. Operating in a food safe and refrigerated environment, operators oversee the slicing, packaging and boxing of meats.

CAC Name *West Liberty Foods, LLC*

INSTITUTION: *Mount Pleasant Correctional Facility,
1200 E Washington St, Mt Pleasant, IA 52641*

Product Line *Prepared meats*

List All Inmate Job Titles (**with OES/SOC codes**)

Boxer (51-9111 Packaging and Filling Machine Operators and Tenders)

Decaser (51-3099 Food Processing Workers, All Other)

Proposed Number of Inmate Workers *60*

How will the inmate worker be paid? Hourly Piece Work Rate Other? (Explain)

If Piece work, does the base rate equate with or exceed the minimum allowable wage identified by your State's wage setting agency? Yes No (Reason(s):

Is there a training Wage? Yes No. **If Yes, DES approval, including training wage rate and duration, must be attached.**

Is there an established wage plan for this CAC? Yes No

Will this be Customer Model Employer Model Manpower Model Other? (Explain)

Will this industry be in a private prison? No Yes If Yes, will out-of-state inmates be involved in production activities? Yes No

B. Mandatory Program Documentation and Attachments:

1. Inmate Wages

YES, a copy of the prevailing wage verification letter/documentation obtained from the state wage setting agency verifying locality determination and wage rate finding **is attached** [See **Sample DES Wage and Displacement Information Request**]. *NOTE: If more than 6 months has elapsed between the date you received wage data from your DES and the date of project start-up, you should recontact your DES to ensure that your wage data is accurate.*

2. Non-Displacement

YES, a copy of the non-displacement verification letter or alternative documentation obtained from the State wage setting agency **is attached**.

YES, a copy of the private sector partner letter, contract, or agreement verifying the non-displacement of free-world workers employed by the company **is attached**.

3. Consultation with Organized Labor

YES, a copy of the letter to the local union central body or the State union body, board meeting minutes, or public notices informing them about the proposed CAC **is attached** [See **Sample Business & Labor PIECP Notification Letter**].

4. Consultation with Local Business

YES, consultation with local businesses that may be impacted by proposed CAC including board meeting minutes, or public notices informing them about the proposed CAC **is attached** [See **Sample Business & Labor PIECP Notification Letter**].

C. Affirmation of Compliance with PIECP Guidelines and Requirements:

1. Consultation with appropriate local or state labor unions central bodies or similar labor organization representatives prior to the designation of this cost accounting center.
2. Consultation with local business representatives prior to the designation of this cost accounting center.
3. Authority to operate prison industry programs involved in the production of goods, wares, or merchandise transported through interstate commerce.

4. Written assurance from the state's wage setting agency or Department of Economic Security (**DES**) or equivalent that:

a. The payment of wages to inmates working in the proposed CAC is comparable to wages paid for work of a similar nature in the same locality in which the work takes place.

b. The labor of inmate workers within the CAC will not result in the displacement of employed free world workers; will not be applied in skills, crafts, or trades in which there is a surplus of available, gainful labor in the same locality; or impair existing contracts for services.

5. Inmates working in the proposed CAC are entitled to certain benefits, including workers' compensation and FICA (if Employer Model CAC).

6. Inmates have signed, in advance, a written agreement that specifies their voluntary participation in the proposed CAC and their approval of the specific deductions to be taken from gross wages and any other financial arrangements.

I certify that the above-named cost accounting center complies with the aforementioned Prison Industry Enhancement statutory and guideline criteria:

Name of Approving Authority:

Title Director - Iowa Prison Industries

Signature  Date Signed 17-AUG-2017

Prison Industry Enhancement Certification Program (PIECP)
Notice of Cost Accounting Center (CAC) Designation

LIST OF ENCLOSURES

Encl	Pages	Description
A.	1	FEMA Flood Plain Map (note: "FEMA has not completed a study to determine flood hazard for the selected location; therefore, a flood map has not been published at this time." As a further note, the manufacturing facility for this CAC is an existing structure inside a zoned industrial park.
B.	1	Letter sent to State Historical Preservation Officer
C.	31	Air Quality Permits (note: sent via separate email)
D.	1	Offender voluntary participation letter
E.	3	Notification to public, labor and businesses (Board of Supervisor Meeting)
F.	1	Notification to labor
G.	1	Notification to business (local Chamber of Commerce)
H.	17	Iowa Workforce Development (state's DES) package, assigning OES/SOC code, wage plan, non-displacement, unemployment rate, company's level of civilian employment
I.	1	Additional non-displacement letter
J.	1	Additional non-displacement letter

Henry County Supervisors

100 E Washington St Ste 202

Mt Pleasant IA 52641

Fax: 319-385-3601

Gary See, Member
319-385-0759

Marc Lindeen, Chairman
319-385-0760

Greg Moeller, Vice-Chairman
319-385-0761

AGENDA

June 15, 2017

Approve Minutes

Approve Claims

9:00 West Liberty Foods Representative and Iowa Prison Representative
Will met to Discuss the PIE Program

Other county discussion as time allows

Supervisors Sub-Committee Updates

6:30 Jail Committee Meeting

The Board of Supervisors meets regularly on Tuesday and Thursday mornings usually beginning at 9:00 AM. All meetings are open to the public unless, for purposes described in Code of Iowa Chapter 21, a closed meeting is necessary or advisable to protect the interests of individuals or the County. All persons are invited to take an active roll in Henry County government. Agenda appointments will need to be scheduled through Henry County Auditor's Office. You may address the Board (without an appointment) while they are in session if you are willing to wait your turn at an unscheduled agenda time.

June 15, 2017
Mt Pleasant, IA

The Board met in regular session at 9:00 AM. Members present: Chairman, Marc Lindeen, Vice-Chairman, Greg Moeller and Gary See was absent.

It was moved by Moeller and seconded by Lindeen to approve the minutes of the June 13, 2017 public meeting. 2 ayes. Motion carried.

Dan Clark, Director of Iowa Prison Industries, Jay Nelson, Warden of Mt Pleasant Correctional Facility, Mark Eades, Manager of West Liberty Foods and others from Correctional Facility and West Liberty Foods came before the Board to present something called the PIE Program. This program is where minimum security offenders be allowed to go out and work certain establishments and be paid as regular employees. The inmate receives 20% of the wages, taxes are withheld and the rest of the pay goes towards their room & board and other expenses in the system. There are currently 72 inmates that are working at the Des Moines county landfill, Great River Regional Waste, and working in Keokuk building homes for Habitat for Humanity. There is a strict screening process to determine if the inmate is fit for the project, they don't use offenders that are in for anything violent and counts are done at several times at different times during the shift to be sure no one has left. Most of the inmates are going to be getting released soon and this program helps to prepare them for their release back into the community and the working environment. West Liberty Foods wishes to utilize this program as they are having a hard time getting enough employees to fill the positions they have to meet their orders, so this would help their company out greatly as well as they would like to inmates for the evening shifts which will help the prison as they already have 72 going through the day. As well they will try to take inmates that are from this area so that when they are released they would have the opportunity to continue working for West Liberty Foods and already be trained. The prison has already spoken to Sheriff McNamee and Police Chief Archer and they are both on board with the program to help inmates and the company. The Board of Supervisors gave their approval of the project, they thanked West Liberty Foods for being willing to try this program and stated they hope it all goes well.

The Board approved the following claims:

General Basic Fund

Advanced Correctional Health	Inmate medical cost-Jail	\$2,271.37
Alliant Energy	Util -Juvi Prob	\$91.50
Bailey Office Equipment	Ofc Suppl -County	\$1,182.00
Calhoun Co Sheriff	Serv of Notice -Atty	\$16.50
Card Center	Meals, Lodging -County	\$2,221.63
Cardmember Service	Suppl -Conserv	\$2,050.37
Cintas First Aid & Safety	Safety & Protective Suppl	\$38.71
Copy Systems Inc	Postage Mtr -Trs	\$184.50
Covert Track Group, Inc	GPS Tracking Device -Atty	\$1,610.00
Samantha Davis	Interpreter Exp-Jail	\$20.00
East End Automotive	Vehicle Exp-Deputy Shff	\$854.11
Ebert Supply Co	Cust Suppl -Cths	\$2,044.50

J & S Electronic Systems	Conference Phone -Em Mgmt	\$391.40
Mt Pleasant Utilities	Utilities -County	\$265.06
Reliable Pest Solutions	Extermination Serv -Em Mg	\$102.00
Verizon Wireless	Hot Spot -Em Mgmt	\$50.00
Co. Assessor Agency Fund		
Bailey Office Equipment	Ofc Suppl -Assessor	\$136.08
ICIT	Membership Dues -Assessor	\$50.00
E911 Surcharge Fund		
Electronic Engineering Co	Salem Fire Dept -E911	\$160.50
Farmers & Merchants Mutual Tel	2 Trunk Lines -E911	\$198.38
Language Line Services	Language Line Serv -E911	\$7.80
WINDSTREAM	Trunk Line -E911	\$2,266.58
Grand Total		\$814,006.99

In sub-committee meetings Moeller attended RUSS and Live Healthy Iowa and Lindeen attended SEIL.

It was moved by Moeller and seconded by Lindeen the meeting be adjourned. 2 ayes. Motion carried.

Shelly Barber, Auditor

Marc Lindeen, Chairman



Enclosure F

STATE OF IOWA

KIM REYNOLDS, GOVERNOR
ADAM GREGG, LT. GOVERNOR

IOWA PRISON INDUSTRIES
DAN CLARK, DIRECTOR

August 18, 2017

Ken D. Sagar, President
Iowa Federation of Labor, AFL-CIO
2000 Walker St.
Des Moines, IA 50317
(sent via email to ken@iowaaflicio.org)

Dear Ken,

Under the authority of *Iowa Code §904.809*, private sector companies may employ offenders incarcerated in correctional facilities to manufacture goods and provide services for sale to the public through the Prison Industries Enhancement (PIE) program. Under the guidelines of Iowa's PIE programs, these businesses are managed by their owners and staff, offering offenders training, work experience, and income. The tax burden of corrections is reduced through deductions from employees' wages for room and board. In addition, deductions for victims' compensation and court ordered financial obligations provide offenders with the means to repay their debts to their victims, the criminal justice system, and support their families.

Federal legislation created the Prison Industries Enhancement Certification Program (PIECP), allowing operations such as those in Iowa to sell prison-made goods in interstate commerce provided the companies meet certain criteria including:

- Paying the offenders wages comparative to those paid for similar jobs in the area;
- Providing workers compensation coverage; and
- Notifying local business and labor organizations of their plans to enter into interstate commerce.

Iowa Workforce Development (IWD) and Iowa Prison Industries (IPI) are required to certify that these businesses do not displace employed workers or impair existing contracts.

IPI is in the process of certifying a private sector industry under PIECP. **West Liberty Foods, LLC** will utilize offender labor at its Mt. Pleasant, IA facility. The company expects to employ approximately 60 offenders as Boxer and Decaser workers.

If you have questions or concerns regarding this new operation or PIECP, please contact me at any time.

Best Regards,

A handwritten signature in black ink, appearing to read "D. Clark", written over a white background.

Daniel J. Clark
Director, Iowa Prison Industries

Our Vision: A meaningful work opportunity for every offender
IPI: Building Brighter Futures

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Enclosure 6

STATE OF IOWA

KIM REYNOLDS, GOVERNOR
ADAM GREGG, LT. GOVERNOR

IOWA PRISON INDUSTRIES
DAN CLARK, DIRECTOR

August 18, 2017

Kristi Ray, Executive Vice President
Mount Pleasant Area Chamber Alliance
124 South Main Street
Mount Pleasant, Iowa 52641

(sent via email to kray@mountpleasantiowa.org)

Dear Krisit,

Under the authority of Iowa Code §904.809, private sector companies may employ offenders incarcerated in correctional facilities to manufacture goods and provide services for sale to the public through the Prison Industries Enhancement (PIE) program. Under the guidelines of Iowa's PIE programs, these businesses are managed by their owners and staff, offering offenders training, work experience, and income. The tax burden of corrections is reduced through deductions from employees' wages for room and board. In addition, deductions for victims' compensation and court ordered financial obligations provide offenders with the means to repay their debts to their victims, the criminal justice system, and support their families.

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IPI is in the process of certifying a private sector industry under PIECP. West Liberty Foods, LLC will utilize offender labor at its Mt. Pleasant, IA manufacturing facility. The company expects to employ approximately 60 offenders in Boxer and Decaser positions.

If you have questions or concerns regarding this new operation or PIECP, please contact me at any time.
Best Regards,

Daniel J. Clark
Director, Iowa Prison Industries

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Enclosure H.1



Kim Reynolds, Governor

Adam Gregg, Lt. Governor

Beth Townsend, Director

July 20, 2017

Dan Clark, Director
Iowa Prison Industries
510 E 12th Street
Des Moines, IA 50319

RE: Private Sector Work Proposal – West Liberty Foods LLC

Dear Dan:

Per your recent request, we have completed preparing wage rate information for the positions of “Boxer” and “Decaser” at private sector employer, West Liberty Foods LLC in Mt. Pleasant, Iowa. The occupational category, Packaging and Filling Machine Operators and Tenders (51-9111), best fits the job description for the “Boxer” position. The occupational category, Food Processing Workers, All Other (51-3099) best fits the job description/information provided by the company for the “Decaser” position. We are providing a copy of the SOC Code job descriptions for your reference. The wage rate information for SOC Codes 51-9111 and 51-3099 is contained in an attached spreadsheet. These rates are taken from information found in our 2016 Iowa Wage Survey. The enclosed spreadsheet provides wage rate information (to the extent that data are available) for Iowa Statewide and Balance of State (BOS) 4/Southeast Iowa.

Employment data for the employer’s location in Mt. Pleasant, Iowa, is also attached. These figures are for the first quarter of 2017, which is the most currently available. The figures are prorated based on the company’s total employment at all locations. The last time the company provided actual employment numbers for this location was fourth quarter of 2016.

The May 2017 unemployment rate for Henry County (where Mt. Pleasant is located) was 2.9%. The May 2017 unemployment rate for the State of Iowa was 3.1%. The State of Iowa rate is seasonally adjusted; the county rates are not. Each of these rates is subject to possible revision at a later date.

Per Denise Schippers’ July 20, 2017, e-mail (attached), job order 5848199 for both the “Boxer” and “Decaser” positions was opened on 4/3/17 and remains open. Therefore, this job order has been on file for at least 30 days. Also, as indicated in Ms. Schippers’ e-mail, 38 people indicated an interest in this job order; however, the local office does not know who applies nor who is hired for a job order unless the employer shares that information with the local office. Per your information from the company’s HR Manager, “It is hard for us to tell specifically who came to us b/c of the posting. From April 1 through July 17, we have hired 95 people directly and brought in 125 people through staffing agencies...During the same time, we lost 196 people. We are currently in need of 64 people.”

1000 E Grand Avenue • Des Moines, IA 50319 • www.iowaworkforcedevelopment.gov

Equal Opportunity Employer/Program

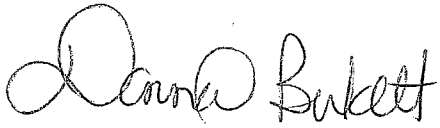
Auxiliary aids and services available upon request to individuals with disabilities.

For deaf and hard of hearing, use Relay 711.

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If you have any questions regarding this information, please feel free to contact me.

Sincerely,



Donna Burkett, Bureau Chief
Labor Force and Occupational Analysis Bureau

Occupational Code	Occupational Title	Mean Wage	Entry Wage	Experienced Wage	10th Percentile Wage	25th Percentile Wage	Median Wage	75th Percentile Wage	90th Percentile Wage	Pay Type	Area Name
51-9111	Packaging and Filling Machine Operators and Tenders	\$ 14.64	\$ 10.34	\$ 16.79	\$ 9.64	\$ 11.37	\$ 13.56	\$ 15.87	\$ 22.50	Hourly wage	Southeast Iowa
51-9111	Packaging and Filling Machine Operators and Tenders	\$ 15.39	\$ 11.10	\$ 17.53	\$ 10.14	\$ 12.16	\$ 14.17	\$ 17.63	\$ 23.51	Hourly wage	Iowa
51-3099	Food Processing Workers, All Other	\$ 11.70	\$ 8.64	\$ 13.23	\$ 8.14	\$ 9.28	\$ 12.25	\$ 13.87	\$ 14.84	Hourly wage	Southeast Iowa
51-3099	Food Processing Workers, All Other	\$ 12.41	\$ 9.32	\$ 13.96	\$ 8.55	\$ 10.36	\$ 12.78	\$ 14.31	\$ 15.47	Hourly wage	Iowa

ES2C TRADE NAME / PHYSICAL ADDRESS LEGAL NAME / MAILING ADDR 07/20/2017
 NAME: MOUNT PLEASANT FOODS WEST LIBERTY FOODS LLC
 ADDR: 2225 E COMMERCE DR PO BOX 318

ADDR:
 CITY: MOUNT PLEASANT ST: IA WEST LIBERTY ST: IA
 ZIP: 52641 8601 P-DT SRC HS S-DT SRC AD-CD 2 ZIP: 52776 0318

RU: ATT: MARLA GRIFFITH
 PH: 319 627 6385 EXT PRED: 0000275363 00003 SUCC:

NOTE: MAX-RU: 00000
 LIAB: 040701 EOL: YMMDD ZONE 000 MAIL Y SPCL CES C VFY 2016 NAICS12 311615
 CNTY: 087 OWN: 50 NAICS: 311615 TCOV 0 STA 1 MEEI 3 TXRT 1.600 RESP: 41

NARR2:

YRQ	MONTH1	I	MONTH2	I	MONTH3	I	TOTAL-WAGES	I	TAXAB-WAGES	I	CONTRIBUT	I	COMMNT
172	0	M	0	M	0	M	0	M	0	M	0	M	
171	475	P*	482	P*	489	P*	4830963	P*	4695028	E	75120	E	
164	477		480		481		3957506		1237897	E	19806	E	
163	479	P	483	P	485	P	5111573	P	3003307	E	48053	E	
162	478	P	473	P	477	P	5047332	P	4223729	P	67580	P	
161	463	P	465	P	474	P	3962678	P	3876687	E	62027	E	
154	449		456		462		4411805		1433248	P	15766	P	

INQUIRY ONLY - USER MUST BE DEFINED AS (U) PDATE FOR MAINTENANCE

ACCT-NO: 0000330259 00003 0 NEXT-ACCT-NO: IND:
 PF: 1=MENU 2=ES2Y 3=END 4=EARC 5=ADD 6=ES2D 7=PREV 8=NEXT 9=ES2H 10=EMP-TABS
 11=WAGES 12=CODES S1=P-CMNT S2=COMMENT S3=ES2S S4=ES2E S5=SUBSET S12=GEOCODE

** Protected based on total employment at all locations*

ACTUAL #'s last submitted 4th QTR 2016.



Peterson, Dawn <dawn.peterson@iwd.iowa.gov>

New PIE Project - West Liberty Foods (Mt. Pleasant, IA)

Schippers, Denise <denise.schippers@iwd.iowa.gov>

Thu, Jul 20, 2017 at 8:31 AM

To: "Peterson, Dawn" <dawn.peterson@iwd.iowa.gov>

Cc: "Clark, Dan" <dan.clark@iowa.gov>, "Burkett, Donna [IWD]" <donna.burkett@iwd.iowa.gov>

Hi Dawn,

The job order was entered 10/24/16 and continues to be open. The last refresh date is 6/26/17. There is no close date on the job order. A note on the job order says this is an on-going job order.

Please let me know if you need anything else.

Thank you!

[Quoted text hidden]

--

Denise Schippers

Program Manager

Wagner-Peysner | Work Opportunity Tax Credit

Foreign Labor Certification | Federal Contractor Compliance

Iowa Workforce Development | Workforce Services Division

1000 East Grand Avenue – 3rd Floor East

Des Moines, IA 50319

Phone: 515-281-7538 | Cell: 515-360-9542

4, 15



Peterson, Dawn <dawn.peterson@iwd.iowa.gov>

New PIE Project - West Liberty Foods (Mt. Pleasant, IA)

Schippers, Denise <denise.schippers@iwd.iowa.gov>

Thu, Jul 20, 2017 at 8:37 AM

To: "Peterson, Dawn" <dawn.peterson@iwd.iowa.gov>

Cc: "Clark, Dan" <dan.clark@iowa.gov>, "Burkett, Donna [IWD]" <donna.burkett@iwd.iowa.gov>

To-date, 38 individuals have either expressed interest or been notified of this employment opportunity.

[Quoted text hidden]



Peterson, Dawn <dawn.peterson@iwd.iowa.gov>

New PIE Project - West Liberty Foods (Mt. Pleasant, IA)

Clark, Daniel <dan.clark@iowa.gov>

Tue, Jul 18, 2017 at 5:30 PM

To: Donna Burkett <donna.burkett@iwd.iowa.gov>, Dawn Peterson <dawn.peterson@iwd.iowa.gov>

Dawn,

In regards to how many hires the company made as a result of the IWD Job Order, here is that the company's HR Manager emailed:

It is hard for us to tell specifically who came to us b/c of the posting.
From April 1 through July 17, we have hired 95 people directly and brought in 125 people through staffing agencies. (Our goal is 0 people to come through the staffing agencies due to the large cost of using them.)

During the same time, we lost 196 people.

We are currently in need of 64 people.

I hope this is helpful,

Dan



Dan Clark, Director

Office: 510 East 12th Street, Des Moines, IA 50319

Show room: 1445 East Grand Avenue, Des Moines, IA 50316

Tel: 515-822-8920

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[Quoted text hidden]



Enclosure J

STATE OF IOWA

KIM REYNOLDS, GOVERNOR
ADAM GREGG, LT. GOVERNOR

IOWA PRISON INDUSTRIES
DAN CLARK, DIRECTOR

August 16, 2017

Monica Dyar, PHR
Human Resources Supervisor
West Liberty Foods - Mt. Pleasant

(sent via email to monica.dyar@wlfoods.com)

Dear Monica,

Thanks again for your interest in the Prison Industry Enhancement (PIE) program.

As an FYI, offenders shall not be eligible for unemployment compensation while incarcerated.

Iowa Workforce Development has completed its assessment of the company's civilian employment levels. For the fourth calendar quarter of 2016 (latest period for which the company provided data for the Mt. Pleasant location), the company reported a civilian employment averaging 479 employees. In order to ensure no civilians are displaced as a result of the offender work program, Iowa Prison Industries will track and report this figure every six months.

IWD has reviewed the position of Boxer and matched it with Occupational Code 51-9111 Packaging and Filling Machine Operators and Tenders. Based on wage survey data, the minimum hourly wage that may be paid to offenders in the PIE program for the Boxer position is \$9.64 per hour.

IWD has reviewed the position of Decaser and matched it with Occupational Code 51-3099 Food Processing Workers, All Other. Based on wage survey data, the minimum hourly wage that may be paid to offenders in the PIE program for the Decaser position is \$8.14 per hour.

The company may choose to pay more than these hourly wage rates, but it cannot pay less. These hourly wage minimums will be updated in December of 2017 for the 2018 calendar year.

Best Regards,

A handwritten signature in black ink, appearing to read "D. Clark".

Daniel J. Clark
Director, Iowa Prison Industries

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IPI: Building Brighter Futures

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West Liberty Foods®

August 16, 2017

Dan Clark, Director
Prison Industry Enhancement (PIE) program
510 East 12th Street
Des Moines, IA 50316

Dear Dan,

West Liberty Foods is excited to participate in the PIE program. We are confident that this program will be an excellent resource to aide in the staffing needs for our Mount Pleasant, Iowa facility. With low unemployment and our increased needs for our facility due to positive growth, we are confident that this program will not decrease our hiring needs from the community and other civilian candidates in the Mount Pleasant area.

If you have any questions, please let myself or Monica Dyar, HR Supervisor, know. Thank you.

Sincerely,

Mindy Heck
Corporate Requiring Manager



STATE OF IOWA

KIM REYNOLDS, GOVERNOR
ADAM GREGG, LT. GOVERNOR

IOWA PRISON INDUSTRIES
DAN CLARK, DIRECTOR

August 17, 2017

The Honorable Kim Reynolds, Governor of Iowa
The Honorable Linda Upmeyer, Speaker of the House
The Honorable Jack Whitver, President of the Senate
Warden Jay Nelson, Mt. Pleasant Correctional Facility
Beth Townsend, Director – Iowa Workforce Development
Mr. Julius C. Dupree, Jr., Bureau of Justice Assistance, U.S. Department of Justice

Notification of a new Private Sector Employment Project – West Liberty Foods, LLC

Under Iowa Code §904.809, private sector companies may employ incarcerated offenders to manufacture goods and provide services for sale to the public through the Prison Industries Enhancement (PIE) program. These businesses are managed by their owners and staff, offering offenders training, work experience, and income. The tax burden of corrections is reduced through deductions from employees' wages for room and board. In addition, deductions for victim compensation and court ordered restitution provide offenders with the means to repay their debts to victims, the criminal justice system, and support their families.

Federal legislation created the Prison Industries Enhancement Certification Program (PIECP), allowing operations such as those in Iowa to sell prison-made goods in interstate commerce provided the companies meet certain criteria including:

- Paying the offenders wages comparative to those paid for similar jobs in the area;
- Providing workers compensation coverage; and
- Notifying local business and labor organizations of their plans to enter into interstate commerce.

Iowa Workforce Development (IWD) and Iowa Prison Industries (IPI) are required to certify that these businesses do not displace employed civilian workers or impair existing contracts.

This letter serves as notification that IPI is in the process of certifying a new private sector industry under the PIE guidelines. West Liberty Foods, LLC will operate using offender labor at its Mt. Pleasant, IA facility. We expect approximately 60 offenders will be employed in the positions of Boxer and Decaser.

Previously, we have met with local law enforcement and The Board of Supervisors in Henry County.

No action is required by your office as a result of this notification, but if you have any questions or concerns regarding this new operation or the PIE program, please contact me at any time.

Best Regards,

A handwritten signature in black ink, appearing to read "D. Clark", written over a white background.

Daniel J. Clark
Director, Iowa Prison Industries

cc: Jerry Bartruff, Director – Iowa Department of Corrections

Our Vision: A meaningful work opportunity for every offender
IPI: Building Brighter Futures

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