

The Next Step

As you can see, CCA offers many opportunities to begin – or continue – a dynamic career in a professional specialty with impact.

With CCA, you can—

- Help mentor and rehabilitate offenders.
- Help maintain quality operations.
- Build relationships with the community and lead local philanthropic efforts.
- Help keep our facilities, your colleagues and the surrounding communities safe and secure.

**To learn more about
current opportunities
and to apply online,
please visit ccajob.com.**



CCA is a drug-free workplace. CCA is an Equal Opportunity Employer F/M/D/V.



CORRECTIONS CORPORATION OF AMERICA
correctionscorp.com



Secure Careers Opportunities and Advancement at Corrections Corporation of America



Security Careers with CCA

– More than Meets the Eye

Many people think they have an idea about a day in the life of a correctional facility. But fictional depictions of prisons or jails from movies and sitcoms are often stereotypical and inaccurate.

Corrections Corporation of America's state-of-the-art correctional centers are similar to secure, self-contained towns, in terms of the services provided, the range of individuals served, the many employees who ensure facilities run smoothly, the level of public accountability, and the breadth of activities and programs contained therein.

And the parallels don't stop there.

Operationally and administratively, our facilities are also like corporations. The job titles of our facility employees may be likened to a counterpart in the more familiar structure of a large company.

This brochure shows just how varied the career options and opportunities are for correctional professionals. You'll see that many roles in security and operations with CCA are similar to those of corporate executives and others in the business world.

You'll also see that there's more to corrections than meets the eye.

This is an established business guided by skilled and trained professionals who, through commitment and performance, advance through CCA's respected professional ranks.

With CCA, dedicated professionals find stability with a respected company that provides a needed public service with pride, in what has been termed a recession-resistant industry.

CCA, which founded the private corrections management industry more than 25 years ago, leads in the design, construction, ownership and management of prisons, jails and detention facilities, with more than 60 facilities in about 20 states across the country.

The company has been recognized by *Forbes Magazine* as the nation's "Best Managed Company" in the area of business services, *G.I. Jobs* magazine as one of the country's "Top 50 Military-Friendly Employers"® and *Corporate Responsibility Officer* magazine as among the nation's "Top 100 Corporate Citizens." CCA is also publicly traded on the New York Stock Exchange.

CCA's correctional centers are well-maintained, secure, state-of-the-art campuses. Our facilities feature classrooms, medical and dental clinics, business offices, recreation areas and gymnasiums, laundry mats, housing units, vocational shops and dining facilities. In fact, they are much like a small, enclosed city.

With a diverse workforce, CCA has a career suited just for you. And with the many benefits of a CCA career, you can be poised for rapid advancement.



A Career Climb in Corrections

Warden

Assistant Warden

Chief of Security
Chief of Unit Management

Assistant Chief of Security

Shift Supervisor/Captain
Unit Manager

Assistant Shift Supervisor

Senior Corrections Officer

Corrections Officer



Corrections Officer — A Correctional Center's Entry-Level Professional

Corrections officers may or may not have prior industry experience.



With ongoing on-the-job training, they perform routine duties to maintain safety and security and ensure inmate supervision.

They may be assigned to different facility posts, such as key control, perimeter, segregation, kitchen, recreation, central control, visitation, housing, transportation, work detail, intake, education and laundry.

Corrections officers rise through the ranks as they gain experience and become more knowledgeable through training programs offered by CCA and other industry organizations, such as the American Correctional Association.

Many of CCA's professionals in security and other specialized areas, such as programs, quality assurance, maintenance and training, began their career in the industry as corrections officers.



*"This is an honorable profession.
We provide a great service to communities across the country."*

- Vance Everett, joined CCA in 2002





Senior Corrections Officer — A Correctional Center's Intermediate Professional

Having advanced from the entry level, senior corrections officers assist in the administrative and operational security

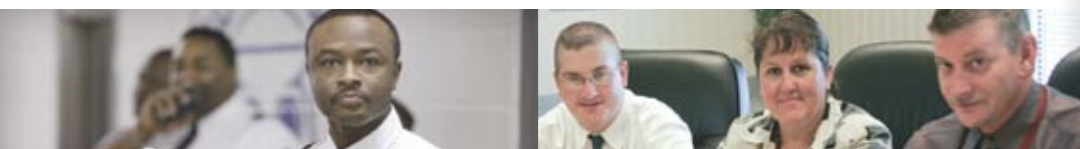
activities in a correctional facility. They lead more specialized areas, such as key control, armory and security threat group oversight.

Senior corrections officers help to supervise inmate counts and direct key control procedures. While shift flexibility is part of their job, their increasing professional experience, training and commitment prepare them for future advancement.



“People who have been in corrections develop a keen sense. We all do the best we can.”

- Mark Hacker, joined CCA in 1992



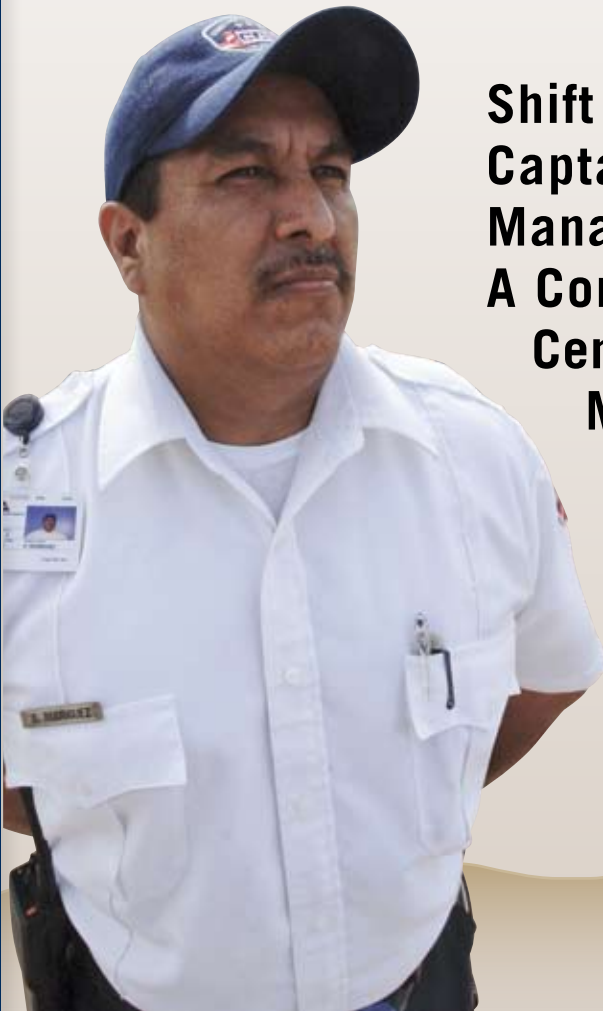
Assistant Shift Supervisor — A Correctional Center's Middle Management

Assistant shift supervisors provide support for the corrections officers they supervise and senior management, as they communicate responsibilities and expectations,

while ensuring adherence to policies and procedures.

They monitor health and safety standards within the facility and recommend corrective actions as necessary. Assistant shift supervisors also help maintain inmates' legal rights as they supervise inmate counts and preserve proper key control procedures.

They are primed for leadership opportunities, frequently mentoring staff.



Shift Supervisor/Captain & Unit Manager — A Correctional Center's Senior Management

Shift supervisors/captains and unit managers are similar to a company's senior management, with duties that support the assistant chief



*"I went to a CCA job fair and was hooked.
It was an opportune time."*

- Roger Blackshear, joined CCA in 1997



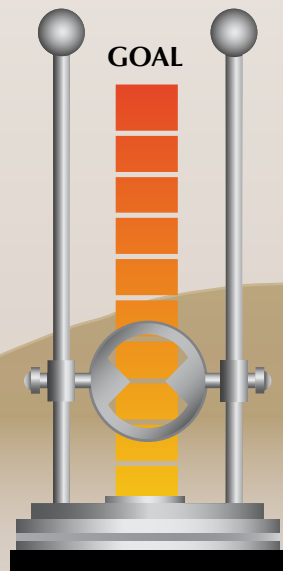


of security, chief of security, chief of unit management and executive facility administration in achieving safe and secure operations. Shift supervisors/captains supervise administrative and operational security activities. They effectively manage staff during each assigned shift and ensure adequate security coverage, protecting inmates and preserving their legal rights. They also lead count procedures, oversee the custody, supervision and control of inmates, and

manage frontline security staff to ensure adherence to American Correctional Association standards.

Unit managers ensure quality supervision and caseload management of inmates and are responsible for problem solving, daily activities, staffing, sanitation and proper food service within their assigned unit. They also collaborate with case managers to help maintain inmate involvement in rehabilitation programs and may provide recommendations on inmate care and related issues.

These positions, similar to senior management within a company, provide an important tier of management and support, helping to streamline functions and expectations between executive staff, their immediate supervisors and others.



*“We serve entire populations.
There is a great degree of responsibility in that.”*

- Vance Laughlin, joined CCA in 1998





Assistant Chief of Security — A Correctional Center's Assistant Vice President

Assistant chiefs of security help maintain the overall security plan, including staffing and post assignments. They also promote compliance with all policies, procedures, rules, regulations and standards.

Assistant chiefs of security oversee other security staff, such as shift supervisors, captains and unit managers. These experienced supervisors help develop security staff, encouraging participation

in company training and development programs.

They also research, analyze and submit recommendations for security budgets, staffing patterns and other administrative activities. Assistant chiefs of security may also attend meetings on inmate care and treatment, participate in administrative decision-making and produce required reports.



"I am around a diverse group of people.

I use the knowledge others share with me to build my career."

- Jowan Murphy, joined CCA in 1998



Chief of Security & Chief of Unit Management — A Correctional Center's Vice Presidents

Chiefs of security and chiefs of unit management help maintain safe and secure operations, with some degree of professional latitude. Reporting to the assistant warden and warden, these chiefs may oversee their own respective staffs of correctional officers and managers.

Chiefs of unit management maintain housing units where inmates are served by a unit management team, comprised of correctional officers, counselors and others. They also promote compliance with all policies, procedures, rules, regulations and standards, while ensuring that unit performance meets stated goals and objectives.

Chiefs of security are responsible for the overall security plan and security operations, including staffing and post assignments. They also promote compliance with all policies, while addressing frontline concerns, evaluating inmate profiles and more.

Professionals in both roles of chiefs understand correctional custody methods and techniques, pertinent facility rules, regulations and standards, as well as principles and practices of supervision, training and management. Like corporate vice presidents, they may be entrusted to perform duties beyond their normal purview, when necessary, as a result of their experience and knowledge.

Correctional professionals can qualify to be a chief in as few as 8 years, assistant warden in 10 years, and warden in 12 years.



*“CCA takes care of its people. They care about you.
You can be promoted, if you really know your job and are dedicated.”*

- Cynthia Wilkinson, joined CCA in 1998





Assistant Warden — A Correctional Center's Chief Operating Officer

Assistant wardens work under limited supervision and may assume some of the warden's duties, when necessary.

They have a broad range of responsibilities, including overseeing mid-level and senior-level staff. Assistant wardens also help ensure compliance with

federal, state and local government contractual mandates and legal directives, American Correctional Association accreditation standards, and the requirements of various fire, building and health codes inspectors.

Like chief operating officers, assistant wardens help maintain seamless day-to-day operations, responding to the administrative concerns of various departments, such as security, health services and inmate programs.

Assistant wardens are also critically important in the event of emergencies, providing direction to staff and maintaining protocol.



"I enjoyed the business from day one, and I have never looked back."

- Don Stewart, joined CCA in 1990





Warden — A Correctional Center's President

Wardens are adaptive, confident, decisive and determined communicators, leaders and managers. Managing each correctional facility, they oversee financial, administrative, regulatory, legal, managerial and operational matters.

Wardens typically began their correctional careers in entry-level, frontline roles and advanced through the years. Many CCA wardens began their careers as corrections officers at a company facility.

Wardens face many daily demands, addressing the needs of the human resources, maintenance, inmate

programs, health services, security, education, food service and quality assurance departments, as well as general office concerns and facility finances, with the ultimate goal of operating a safe and secure facility.

Wardens adhere to contractual mandates and legal directives of customers, such as federal, state and/or local government served by CCA. Additionally, wardens monitor compliance with rigorous American Correctional Association accreditation standards and the requirements of various fire, building and health codes inspectors.

Wardens generally don't operate according to a 9-to-5 work day. They are frequently on site after-hours on weekdays and on weekends, and are the first line of high-level contact in the event of an emergency. As CCA ambassadors, wardens are highly visible in their communities. They work with area law enforcement and local officials, and often support the efforts of local nonprofit organizations, school systems, little league sports teams and others. They also engage key stakeholders, such as government officials, partnering customers and area media.

Additionally, wardens report directly to CCA's headquarters in Nashville, Tennessee, where they are supported by professionals whose efforts have made CCA a billion-dollar, national growth company.

*"Each day is a learning experience.
There are always opportunities to grow in this field."*

- Johnny Wilkerson, joined CCA in 1998

