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## BRANDON J. FLOOD

Harrisburg, Pennsylvania

**Pennsylvania's secretary of pardons wants to streamline the pardon process and push for automatic record expungement for those pardoned. Brandon J. Flood has first hand experience with the commonwealth's pardons system. By 22 years old, Flood had been convicted of two felonies: one for possession of cocaine with intent to deliver, and the other for having an unlicensed gun. He spent nine years in prison.**

GFSF: Today, I have the opportunity to speak with Pennsylvania Secretary of Pardons, Brandon J. Flood. How are you today, Secretary?

BJF: I'm well. Thank you for having me on this morning.

GFSF: Secretary, please take a few minutes to share your story of where it might have started and where it's going, and we'll take it from there.

BJF: Thank you. On April Fool's Day, the Lieutenant Governor appointed me as Pennsylvania's Secretary of Pardons on April 1, 2019. Some people were delighted in that fact, and some people wish it were an April fool's joke, but April 1 was the date Lieutenant Governor appointed me. It was kind of through happenstance. I had known the Lieutenant Governor over the last several years. I met him initially during his run for US Senate, and although he fell short, we stayed in contact. Then when he decided to run for Lieutenant Governor, I worked on clemency reform during my time with the legislature, and I would send him a policy recommendation and answer any questions that he had about the clemency process. Low and behold, once he ended up winning, certainly I wasn't looking. I wasn't angling for a Secretary job. I wasn't angling for a job at all. I just wanted to work collaboratively with him on clemency reform.

He had always known me as a respectable guy who was more so known as the policy walker in Harrisburg and the halls of the Capitol. One thing he didn't know, and then I shared with him once he was elected as Lieutenant Governor, was that I had a pardon myself that was pending the Governor's signature. Being the visionary and farsighted guy he is, he viewed this as a once-in-a-lifetime opportunity. Hopefully, it's not once in a lifetime. Still, it's a unique opportunity to put someone in a position who will be a decision-maker, who not only understood clemency from a policy standpoint but from an applicant standpoint.

From there, we had some discussions about how to make that happen. We had the support of Governor Wolf and a number of other stakeholders that operate in the criminal justice space, and here I am. A lot preceded with that appointment. For the audience, it may surprise you to know that I served nine years in the Department of Corrections, four years from 18 to 22, then came home. I was actually at SCI Albion for four years. I came home, and I knew definitively once I was released, I would go back into a life of crime. Ultimately, that resulted in me being reconvicted of possession with intent to deliver cocaine and possession of an unlicensed firearm.



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That netted me a five to 10-year sentence. In that second sentence, I really looked inward and did some introspection, became very introspective, and was also at SCI Chester. I always give them a shout-out. Many lifers were there, long-term prisoners and a very program-heavy jail. My love for politics began peaking.

**GFSF:** An unbelievable story that's unfolding here. I attended the Second Annual Philadelphia Reentry Returning Citizens Awards Banquet a few weeks ago. You were the keynote speaker. I saw you and read some articles about you and your journey, and it is quite an exciting story that you have. One of the things that I read was that you got into a physical fight takedown with the Police Chief of Harrisburg back in the day. Is that true?

**BJF:** Well, yeah, we often hear the phrase school to prison pipeline and very much that led to my entree into the criminal justice system in the city of Harrisburg. That was when they first introduced police officers or, as they call them, school resource officers into the school. I had refused to take my jacket off. Little did I know another young lady in the classroom didn't take her jacket off, and I was all about equalities then and still am now. I said, well, if she doesn't have to take her jacket off, I shouldn't have to take mine off. I didn't know she was pregnant, which was why she was the exception to the rule. They called the police officer who was the chief into the classroom, and he didn't try to deescalate anything. He tried to rip the jacket off of me. We got in a little tussle, and he ultimately charged me pretty heavily; aggravated assault and a number of other offenses. Ultimately, those were reduced to simple assault. The irony with that is that Police Chief, and his name is Charles Diller, actually became the Director of Capitol Police. When I first began my internship at the Capitol upon my release, he was the Director of the Capitol Police. I had to reintroduce myself to him, and we chuckled about that. But yeah, that was my entry into the criminal system.

**GFSF:** I read that and thought what an interesting story, and thought our audience would find that interesting as well. It's good to see how things evolved for the better. It is good to see second chances, forgiveness, and all those important character traits play a role in the conversation. Not only on the local level but nationally as we try to undo our country's mass incarceration problem. It's such a mainstream topic anymore. The left, the right, democratic, republicans, everybody agrees that it just didn't work out. So it is good that we can get conversations like this to get to the men and women inside the prisons to share some positive stuff. Because as you're well aware, they don't have access to a lot of the good stuff. It's not only a prison thing, but that's society. Good news doesn't sell. As we move on, I understand you were not raised in a traditional crime-ridden neighborhood associated with many urban settings?

**BJF:** That is somewhat of a half-truth. Although I was raised in the inner city of Harrisburg and certainly in a neighborhood that was ripe with crime and drugs. The household was unconventional because I was raised by a single father who was college educated, had retired from the military, and was kind of straight as an arrow. He also worked as a comptroller for the Department of Health and Welfare, unlike many young black males in the inner city raised by single mothers. Although we teetered on living below or on the cusp of the poverty line, having that male role model, the positive male role was something that I did have in the household that was unique. I think in my particular case, the rebellion came. Obviously, there were a lot of outside or external influences in the community amongst my peers to go down the negative path. I somewhat became jaded about the path that my father took. Here's a man who did everything right, served his country, was college-educated and had three children who seemed like he was struggling to get by. At the time, I didn't appreciate the sacrifices he made and didn't appreciate the principle of hard work and determination he imparted upon me.



As a youth, I didn't appreciate that as I do now in retrospect. I was unique in that sense where I had a lot of foundational tools and principles that were handed down to me that made my transition when I did decide to say, you know I'm going to leave the life of crime alone and try to do something positive. I was a step ahead of others because I had that foundation that most young black males don't have that grew up in the inner city.

**GFSF:** Got It. You grew up in an inner-city crime-ridden neighborhood, but you had a father that was there for you and to lead you on the right path. One of the things that many men I know have challenges with is anger in prison. One of the things that I try to share with them is they have to get that anger under control somehow, shape or form. This blaming, not only the guy's in prison, but as a society, we blame so many people for everything. At some point, we have to stop blaming and start accepting responsibility. How can we get past the anger and get more into the forgiveness stage? Some people do it through religion and spirituality. I know the lifers play a considerable role in helping the younger men when they come in. What advice would you have for those who have anger they just can't seem to forgive?

**BJF:** Great question, and one of the things I had spoken about in a Philly.com article when I was first appointed, was that one of the influences that really resonated with me was reading the autobiography of Malcolm X. Most people, most Americans, I won't even say White America, most Americans view Malcolm X through this radicalized lens. We forget that he became more moderate at the latter part of his life and understood the value of stakeholder engagement and collaboration. Reading his autobiography was the first example I've seen where someone who underwent similar circumstances as myself and was able to transform himself and became unrecognizable to those who knew him as Malcolm Little, the armed robber, and rough street person. So for me, one of the lessons I got from reading his autobiography and one of the things that were so instrumental in his transformation was the ability to think critically.

A lot of the anger comes from, and I can speak personally, especially with the youth, not being able to effectively communicate oneself or resolve issues, conflict resolution, not having those skills. There are many people we talk about, especially in Philadelphia right now. There's been an uptick in gun violence. The question that comes up is, why is gun violence on the rise, particularly in our urban centers? A lot of people lack those conflict resolution skills. It seems simple, there used to be a time when I felt like I had to carry a firearm everywhere I went to deal with a potential issue that arose, but now I feel like my gun is my mind, my ability to communicate, I feel like I can disarm someone without the need for physical or mechanical weapons. As people develop, young men develop these skill sets and older men too, to develop that skill set and understand that the pen is mightier than the sword. For me, being able to think critically, disarm my opponent, and create allies out of opponents is a skill set that we should emphasize more. That should be something that we should emphasize, particularly the men who enter the criminal justice system.

**GFSF:** Great stuff. When I think of conflict resolution, I also think of education, one of the biggest things that we hear continually and thankfully a lot of the Pell Grant and all that's all going in the right direction as well. Where does education and conflict resolution; how do they team up? Some emphasis is on education and getting the college degree, but a lot of guys are not really interested in college, which that's a whole other conversation. There are a lot of vocational trades that are needed to be filled throughout the country, but if they didn't go down the education route to use their time while they're being incarcerated, what can they do for the conflict resolution? Something that comes to my mind is hang around the guys that are positive thinkers that talk right, that carry themselves right, listen and learn from them. Watch the company that you keep, that kind of thing; this is one of the big focuses of ReEntryUSA Get Free and Stay Free podcasts. One of my core beliefs is helping the men and women figure this out, not depending on the system. If we wait for the system to fix us and help us, we're going to wait a long, long time and I don't say that in a negative way. I don't want to create conversation about that. The system



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tries, I will give the system credit. They do try, but how can they work on that conflict resolution, that learning of themselves and liking themselves better so that they can make better decisions?

BJF

Listen, you hit the nail on the head and I'm sure some people may take exception to what I'm about to say. For me, like I said, you hit the nail on the head. We don't necessarily always have to look at formalized instruction or education. For me, to this day as of right now and it's 11:24 AM, one of the most productive times of my life was at SCI Albion in solitary confinement. I know there's a lot of people who want to do away with solitary confinement or feel that it's inhumane. I think if it's done correctly, if administered correctly, and there's a lot of misconceptions about solitary confinement too, that it's almost like the Cool Hand Luke and you're in a chicken coop with no human interaction and no engagement. For me spending that time, and I think collectively I ended up spending maybe about 12 months in solitary confinement on and off, three months, six months, four months. That was the time you have to think about it, and obviously you see it, you know directly from your day to day work, an inmate becomes distracted and plays basketball, cards and watches TV your whole sentence and then you're up for parole and you get back out with no personal development taking place. There's a ton of distractions, phones, visits, commissary. So for me, there were a lot of things that went on initially. Now, obviously I didn't go to the RHU, Restrictive Housing Unit voluntarily, but once I was there, I understood the value, and we were able to get books. I became a very voracious reader, read a dictionary, thesaurus and really I took that opportunity to immerse myself in reading and bettering myself personally. So when I did come out, even though I decided to go back into the life of crime, at least I was a better communicator. I was more active to go speak publicly and I felt like I had a pretty firm grasp of the English language. For me, 90% of all of our interactions are communication based and whether that's verbal or nonverbal. Sometimes just being able to, especially we live in a very digital age, you can Google anything and become a subject matter expert over a weekend. I think we place too much emphasis on formalized instruction.

BJF

Also to your point, hanging around people who you aspire to either be like or be better that challenge you. There's one brother, who I still have not seen since I've been released, but his name was David Atkins and his attributes was a brother beloved from SCI Chester. He was the closest thing I saw to Malcolm X. Even in prison, his clothes were starched, great posture, spoke very well and presented himself well. That was someone that I wanted to emulate myself after even as a 24 year old. That's where I say, if I was the Secretary of Department of Corrections, I think anyone who is serving a sentence, there would be some point for you to be in solitary confinement where you would have to work on that personal development. You certainly would have access to the yard and sunlight and human interaction, but really taking some time out of that sentence to look inward and to develop yourself personally. For me, that was very instrumental and as I said to this very day, my time in the RHU and SCI Albion continues to be the most productive time of my life.

GFSF

Now would you say that your experience with that was the exception and not the rule or have other men found their way by having that quiet time and that ability to think differently.

BJF

Well, as you know, there's a vast number of the folks entering the Department of Corrections suffer from a mental illness of some sort or another. Certainly for those suffering from mental illness, maybe they wouldn't have the same experience or would not adjust to the same degree that I did. To some respect, I may be the exception, but I think there's a good number of folks who I think would benefit immensely from that because like I said, you can very easily play cards, basketball and watch TV and the next thing you know, it's time for parole. and you haven't really done anything to edify yourself. To your point, you said we can't wait on the system. The system is bureaucratic in nature, we don't have the resources, it's very deliberate. You literally are waiting, whether you're waiting in the DMV for a license or some other



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service or whether you're waiting for cash assistance from the Department of Human Services it's a very bureaucratic system. In the meantime, while you're waiting for the resources from the Department of Corrections, take an active role and better yourself in the meantime.

GFSF

In fact, that's not the first time I heard that. I heard that several times by the men over the years where that was the best times, they learned a lot as well. When we look at these different topics and experiences of trying to improve themselves, I know of a cliché, maybe not even a cliché, but it's very true. Reentry begins on the first day of incarceration. Now I know the early years when they're going through the county system there's a lot to go through mentally for the men. But once they get settled in and they start doing the state time, you're right actually on their records of what they did. They'll go to parole and they'll see a guy that's been in for three, five, eight, 10, 12, 18 years and there was not a single thing that he did on his record. I can't help but to think that the parole guy is going to look at that and say, what did you do? That just goes hand in hand with what you're sharing here. We're looking at anger, we're looking at conflict resolution, the different types of things that you can actually start to do within the system without depending on the system. The reversing of the criminal mindset. These are all topics that go hand in hand and should hopefully be helpful to our listeners. You did a great job Secretary, speaking about where you were and you're really connected, I believe, with the men and women. Could you share with us a little bit about your role as the Secretary of Pardons, as far as, your hopes and dreams and visions of what and where that whole entity is all about?

BJF

Sure, absolutely. Before I do that, I want to preface with my journey post release. Because you talked about a lot of media outlets, they're looking for clicks. A lot of the headlines when I was appointed, were not so flattering headlines to announce my appointment. I really didn't take exception to that, but to the reader who does not do their own homework or research, some of the headlines if you read the articles, for that matter, knew I just got out of prison and they gave me the job. I do want to contextualize my professional journey that got me here and I will go into some of the reforms that we've already enacted and some reforms that folks can look forward to in the near future.

BJF

As I said, I knew once I was leaving SCI Chester that I did want to enter the field of politics in one way or form. Initially, the goal was to enter local politics. At the time the city of Harrisburg had elected its first African American mayor, Linda Thompson, so I figured I would be able to make some inroads there and at the very least an internship. However, once I ended up being released, Mayor Thompson had her own personal issues and was on her way out of office. Luckily for me, a colleague that I had known, who knew my family and who had worked for the House of Representatives, a gentleman named Rodney Oliver was the Executive Director of the House State Government Committee. He said hey listen, now he saw something in me that I didn't see, I think you would do well to intern here. At least you'll get some rudiments of what state government is like. He offered me an internship. Initially, I turned it down because they were paying \$7.25 an hour and I was looking for something a little bit more for life and family sustaining. But the one emphasis he made, he said, once you get in, there's opportunities, potential opportunities for advancement. Don't look at the \$7.25 now, look at what you can parlay that into. Luckily the another position that I was applying for I ended up not getting because of the gun conviction. I took the internship by default and luckily again for me there were a lot of people that supported me along the way. The committee that I was on didn't just give me business cards to scan and busy work, they actually gave me substance work and taught me how to do bill analyses, how to read legislation, how to be able to debate and analyze legislation and caucus and really see the state level. From that point, I ended up being with the former State Representative, Vanessa Lowery Brown, there was a position open with her. I was in my internship, not even a month and she brought me on with her as her legislative assistant. From there, I just continued to immerse myself in the process, trying to soak up as much information as possible about how the legislature works. Then probably about a year into that position, a research analyst position came open. By that time I had so much writing samples and a firm understanding of



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the legislative process that, at the time, most of the people in that office had master's degrees and I was still going to school online and they brought me on just because of the sheer amount of writing samples and bills that I had drafted. I worked for the House Democratic Caucus, the research office for about two years.

BJF

I stayed in contact with state representative, Vanessa Lowery Brown. She ended up being elected as chair of the Pennsylvania Black Caucus. We had a good rapport over the years. She tapped me to be their Executive Director, I served in that role for four years, got a chance to meet a lot of legislators from different geographies, Western Pa, Southeastern PA, and Central Pa. That's when I got a greater degree of exposure about state government. They called it engagement lobbying. Then from there, I stayed for four years, then I decided to leave the legislature. By that time, I had a lot of experience and I figured I could leverage for a position outside. I ended up applying for a position with the Service Employees International Union, SCIU, as their Legislative Director. They serve as the second largest public sector union in Pennsylvania. It took five interviews, but I ended up getting that position. I stayed there for a little bit and that was my first time registering as a lobbyist. I became their chief lobbyist for the state, then decided to come back to state government. A friend of mine over at the Department of General Services had got tapped to be the Deputy Secretary and they brought me over to serve as their policy and reporting specialist. I developed their internal policy, external policy and kind of served as their in-house lobbyists for the legislature. In that role, I had reached out to the Lieutenant Governor, because at the time, I was supposed to be starting another position. The Governor was going to tap me to serve as the Executive Director of his commission on African American Affairs. I was reaching out to the Lieutenant Governor in that role prospectively saying, hey, I'm starting a new position I want to collaborate with you about clemency reform and I offered the tidbit about my own background. As I said, the Lieutenant Governor, being the visionary, he is, diverted my path and said, listen, don't take the job with the Governor, come here. I think you'll have a greater impact. The rest is history. So that brings me to here in this role. The one thing, the Lieutenant Governor continues to be supportive. He understands that you as a former applicant, you can look at this process through a completely different lens than I can. The main thing we need you to do is see where the inefficiencies are and make this process a more efficient and viable and marketable process to Pennsylvania.

BJF

One of the first orders of business was to eliminate the fees associated with applying for clemency, although it was \$63 if you apply on your own. One of the half truths that we heard is that there was a cost and enormous sum. That was only true if you hired an attorney to do it. While it was \$63 if you did it yourself, it would be in a range between \$2500 and \$3000 if you got an attorney to do it. A lot of people were turned off and discouraged by that and or didn't have the finances to hire an attorney to do it so we got rid of the fees, to eliminate one roadblock. The other thing we've done is simplified the application as well. Our goal was to make sure that every lay man and lay woman who does not have Esquire after their name would be able to fill out an application on their own. We've simplified the application and we eliminated a lot of redundant or unnecessary questions on there, formatting wise. I'm actually in the process of developing a Webinar for people to get further instruction about how to file applications on their own or for nonprofits who want to help individuals fill out applications. They can use that for group instruction as well. The other thing that we're looking to do is reduce the amount of time it takes to process an application. That's usually the first question we get is how long does it take? Right now it's about two and a half to three years. Usually when I tell someone that, I can kind of see their eyes glaze over and they forget that date. Most people are looking for more immediate relief. The top two reasons why people put in for pardons is because number one, for employment purposes, either they haven't been able to penetrate certain fields because of the conviction or career wise. Their careers have been somewhat stagnated because of that. They can't apply for some of the senior management positions because they require a greater degree of clearance. We were looking to reduce the wait time. My goal is to get it at least under a year or two. The reforms that'll get us there, is modernizing our online filing system and information exchange system. We're very much a paper based agency here, very heavily a paper based agency, so we're looking to fully digitize those processes. Certainly the less paper we have to deal with, the less



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corrective action we have to take the more we can spend on processing. That's going to require an investment, so I'm lobbying the legislature hard for that. The other piece is instituting minimum eligibility requirements.

BJF

Second question I usually get when someone asks about this process is how long do I have to wait before I'm eligible? Currently there is no wait time. There is no minimum eligibility requirements other than that your conviction has to be in PA. While that's great, there's also a drawback to that because you have a lot of people applying who aren't necessarily compelling cases. We have to spend the same time, energy and scrutiny on all of those applications. They have to go through the same process, even though we know that they're going to receive an adverse decision. We want to kind of triage and create a tiered minimum eligibility requirement. You do have to wait a little bit so it will lessen the administrative burden on our end, but it will also help the applicant. One of the facts the board looks at it is how much time has elapsed since your conviction or your release from prison. The more time you have to engage in personal development, professional development get some volunteerism under your belt, the more compelling your application is. It's with any human behavior, if you allow someone to apply early, even though they don't have a compelling application, more than likely they will. We want them to be deliberate in instituting those minimum eligibility requirements. Then thirdly, our regulations. A lot of the rules and regulations that we are required to operate by are by statute, and there's some things that are really outdated or encumber what we're trying to do from an efficiency standpoint. Our regulations haven't been updated since 1997, so part of my job now is ferreting out all of those obsolete regulations and further streamlining the process by either instituting some regulations that will be helpful to our objective and eliminating some of those regulations that hinder what our objective is.

BJF

Lastly, I will say about commutations, I spoke mostly about pardons. When you hear the term clemency, clemency is the ultimate act of mercy from the Commonwealth. There's two parts of clemency. There's pardons which most of us are familiar with and then there's commutations. Commutation is just the modification on one's sentence. Usually we hear about commutations for someone on death row that's looking to get their sentence commuted to life, someone who served in life without parole looking to get their sentence modified to a numerical number and then someone who may be serving an excessive sentence that's looking to get that sentence reduced or modified to a lower number. Certainly we're looking at being intentional at finding those meritorious cases. Those that we know are slam dunks that we can get before the board. That way certainly anyone who's eligible, we certainly encourage them to apply. There's some cases that we look at where the guy with 30 or 40 or woman was 30 or 40 years misconduct free, didn't pull the trigger, who's shown exemplary behavior since their incarceration. These are the people that should be applying and we're trying to be deliberate and ensure that they are aware of the process and that they are applying. There's a lot to do.

GFSF

Yeah, there's a lot on the plate. I can't think of a more encouraging, interesting, exciting time as we are now where things are actually truly changing. I study criminal justice reform with the news articles across the nation and the different states and it's a whole different climate. We finally got it nationally that this failed social experiment of locking up so many people and throwing away the key mentality that happened for decades. It's finally starting to reverse itself. I can see it, I don't know if the men and women inside are noticing it. One of the things that I mentioned in one of the other podcasts to me is a big thing is SHRM, Society, Human Resource Management. They teamed up with the Koch brothers and I can see they're, the outfits that advocate or not advocate, but they help human resource departments across the country be compliant with all kinds of different regulations. They were trying to tell people for years, stay away from hiring somebody from prison, but now they actually have a whole thing going on where they're encouraging employers to hire people from prisons. I think that's a big one as well.

GFSF



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There's a national workforce gap. A third of all Americans have a criminal record of some sort, who's eligible to hire, we're screening out everyone. I think they're understanding this thing on their own that their inability to find qualified people. If they're screening out those with convictions, it'll leave them with very few options. That's why you see the business community at the forefront of criminal justice reform, at least in Pennsylvania.

GFSF

You are right. I often share with the guys, just get your foot in the door and then in a matter of weeks you can leave a good first impression because the industries are thirsty for just a decent work ethic to show up, to work, not to get involved with the drama and the dumb stuff. You can propel yourself within any particular industry at any given time. Secretary, just one last thing before we sign off. If you could just take the last minute or two or three and speak directly to the men and the women inside prisons across the country. Because on August 1 we're going to release through iTunes, the first 10 episodes of Get Free Stay Free and I see this vehicle, this tool being one of the most cost effective ways of getting hope into the prisons. Like you mentioned, it does not have to be formalized expensive programming, but something this simple so if you would just take the last couple of minutes to speak to the men and women and then we'll sign off.

BJF

Absolutely. I mentioned earlier, take this opportunity while you're waiting for parole, if you have an application for clemency; take this opportunity to really reinvent yourselves. I wanted to become absolutely unrecognizable to those that knew me before I entered the system. Part of my success was trying to use people's stereotypes against them. I would say 99.9% of the people I worked with professionally in state government did not know about my criminal background until the Philly.com article. Because in their own minds, they stereotyped me as being a respectable, well dressed, bow tied up guy; the guy who was articulate and who knew his stuff. They pegged me to be someone other than what my background truly was. And as a result of that, to your point, you mentioned about getting your foot in and really establishing yourself and making a name for yourself. As a result of those stereotypes, a lot of opportunities were extended to me and it's more important, so it's not just important to have opportunities extended to you, but it's important to be prepared for when those opportunities are extended to you. Reinvent yourself and it does come down to work ethic. I pride myself and still do at being the first person in the office and the last one to leave. There were a lot of volunteerism I engaged in. Those opportunities to gain experience. I served as chief lobbyist for the Pennsylvania NAACP for three and a half years. They didn't pay me anything, but it gave me a lot of exposure and gave me a lot of experience and I was able to leverage that to the same degree that I could an actual degree from a four year academic institutions. Reinventing yourself, being the hardest worker in whatever industry you're in. I started off at KFC over in Lemoyne and I got the burns on my arms to prove it but I still had that mindset even when I was at KFC. Again, reinventing yourself, working hard and, being proactive. Like I said, we live in a digital age. You can become a subject matter expert over the weekend. Use the technology and the resources that are at your disposal. And more importantly, don't be afraid to ask for help. Don't be prideful. As I said, I didn't make it here on my own there were a number of people. It took a while for me to embrace that principle where I said, I'm not gonna ask for this, but it is about networking. It's part of who you know and it's part of what you know. Leveraging those networks, going outside of your comfort zone, meeting different people, broadening your horizons, all of those things provided a cocktail for success for me. I think it can be replicated for the tens of thousands of men and women that are incarcerated in the Department of Corrections.

GFSF

For those entrepreneurial type men and women that might be listening to us when you said about simply ask a question that reminds me of Steven Jobs, the guy of Apple of course. Before he died, they interviewed him and asked what's the biggest thing that people don't do to make their dreams, visions, products or their services happen and he just very simply stated "they simply don't ask, they just don't ask". That's another powerful piece of advice. Secretary Flood, I need to thank you for taking the time to speak with me and I look forward to getting this published and to the audience out there.





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Once again, thank you for taking the time to listen to our ReEntryUSA's Get Free and Stay Free podcast and until next time thank you very much. Thank you, Secretary.

BJF

Hey, thank you for the opportunity and certainly look forward to any subsequent podcasts in the future and keep doing what you're doing. This is very much needed.

GFSF

Awesome. Thank you very much.

BJF

All right. Take care

Speaker 2:

Thank you everyone for taking the time to listen to this edition of ReEntryUSA's Get Free and Stay Free podcast and we hope you'll join us next time as we share another story of hope, information, and transformation.