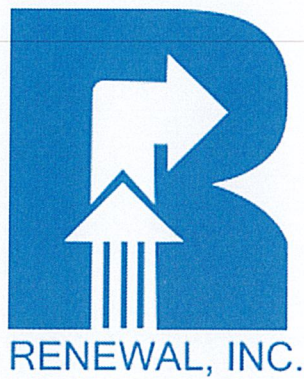


Renewal, Inc.



Prison Rape Elimination Act
2025 Annual Report

Prison Rape Elimination Act (PREA)

PREA was established in 2003 to address the problem of sexual abuse and sexual harassment of persons in custody of U.S. correctional agencies. Major provisions of PREA include the development of standards for detection, prevention, reduction, and punishment of prison/jail sexual abuse/assault and sexual harassment.

Renewal, Inc. continues to enforce zero tolerance on all issues pertaining to sexual abuse and sexual harassment involving our reentrants/clients and is working continuously to implement new policies, training requirements for staff and reentrants, and developing standards for detection, prevention, reduction, and punishment of sexual abuse and harassment.

General Definitions

- **Contractor:** A person who provides services on a recurring basis pursuant to a contractual agreement with the company
- **DOC:** Pennsylvania Department of Corrections
- **DOJ:** United States Department of Justice
- **Employee:** A person who works for Renewal, Inc.
- **Intern:** A student or recent graduate temporarily partnering with the company to gain practical experience
- **PCM:** PREA Compliance Manager
- **Reentrant:** Any person housed in a Renewal, Inc. community corrections facility
- **Substantiated:** An allegation that was investigated internally or by a third-party and was determined to have occurred based on available evidence and fact
- **Unfounded:** An allegation that was investigated internally or by a third-party and was determined to have no foundation in basis or fact
- **Unsubstantiated:** An allegation that was investigated internally or by a third-party and was found to not have been supported or proven by evidence or fact
- **Volunteer:** An individual who donates time and effort on a recurring basis to enhance the activities and programs of the organization

Zero-Tolerance

Zero-Tolerance

Renewal, Inc. takes every report of sexual misconduct seriously and will thoroughly, promptly, and objectively investigate all allegations.

Renewal, Inc. is committed to providing a safe and healthy environment for staff and reentrants. Renewal, Inc. has a zero-tolerance policy for sexual misconduct of any kind

and will impose discipline for such misconduct, up to and including dismissal for staff and serious infractions for reentrants who victimize other reentrants. Incidents of sexual misconduct will also be referred to law enforcement when applicable. These policies will apply to employees, contractors, and volunteers.

PREA Compliance Team

PREA Compliance Manager (339 Boulevard of the Allies)
Adam Zak, Case Management Supervisor
Email: azak@renewalinc.com
Phone: (412) 697-1643

PREA Compliance Manager (704 Second Avenue)
Matt Sloan, Case Management Supervisor
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Phone: (412) 246-2773

PREA Coordinator
Richard Shenk, Chief Compliance Officer
Email: rshenk@renewalinc.com
Phone: (412) 246-2781

PREA Annual Report 2025

Analysis: Renewal, Inc. needs to maintain compliance with all applicable PREA standards.

Action: On March 3-5, 2025, Renewal, Inc. underwent a company-wide PREA re-certification audit conducted by a DOJ-certified PREA auditor. Renewal, Inc. was found to be in 100 percent compliance with all applicable PREA standards. The audit report is available on the Renewal, Inc. website. To maintain full compliance, Renewal, Inc. will utilize the PREA audit format to conduct internal operation audits throughout the calendar year, to sustain 100 percent compliance with applicable PREA standards.

Analysis: The living environment for reentrants housed in Renewal, Inc. facilities should be monitored at all times for the purpose of PREA compliance.

Action: The PREA Compliance Managers continue to perform monthly PREA inspections using a standardized instrument for the purpose of maintaining compliance with PREA standards. All facility tours were conducted as scheduled in the 2024 calendar year. Additionally, Renewal, Inc.'s Safety Committee performs monthly facility inspections for

the purpose of inspecting physical plant safety, including requirements specific to PREA compliance.

Analysis: Renewal, Inc. staff, volunteers, contractors, and interns, as well as, specialized medical and mental health staff will receive training on PREA standards as related to their duties within the organization.

Action: All staff training requirements were met in the 2025 calendar year. Renewal, Inc. continues to provide PREA orientation for all new staff, volunteers, contractors, and interns, before their entering Renewal, Inc. facilities or having access to housed reentrants/clients. Additionally, comprehensive PREA refresher training takes place on an annual basis for all Renewal, Inc. staff. Medical and mental health staff receive training specific to their duties. Renewal, Inc. staff attend in-person PREA training and have the ability to complete on-demand PREA training through Renewal's learning management system.

Analysis: Renewal, Inc. must maintain compliance with PREA standards and must be recertified by a DOJ-certified PREA auditor.

Action: Renewal, Inc.'s most recent PREA re-certification audit occurred March 3-5, 2025. The date of the Final Report was April 9, 2025. Renewal, Inc. was found to be in full compliance with all applicable standards.

Analysis: Renewal, Inc. shall maintain compliance with all PREA applicable standards through the three (3) year certification period, and shall ensure compliance by third-party verification.

Action: In addition to undergoing PREA re-certification auditing every three (3) years, Renewal, Inc., undergoes PREA auditing on an annual basis conducted by the PA Department of Corrections.

Proactive PREA Measures

1. Continue to orient all new reentrants on Renewal, Inc.'s sexual abuse/harassment policies and the means to report violations internally and to third parties.
2. Continue to assess all new reentrants/clients for the purpose of providing a safe residential environment. Perform follow-up assessments at indicated intervals.
3. Continue to conduct PREA orientation training with newly hired staff on their first day of employment and comprehensive PREA refresher training on an annual basis for all staff.

4. Continue to ensure all contractors, interns, and volunteers receive PREA orientation training on their first day of service with the company.
5. Continue to provide PREA education to all facility visitors prior to their being granted access to the facility.
6. Continue monthly facility PREA and Safety Committee inspections to ensure compliance with all PREA standards.

Reentrant-on-Reentrant Sexual Abuse

2025 Findings

| Allegation Type | Unfounded | Unsubstantiated | Substantiated |
|--|-----------|-----------------|---------------|
| Allegation of Sexual Contact | 2 | 0 | 0 |
| Allegation of Non-Consensual Sexual Acts | 1 | 3 | 0 |
| Allegation of Sexual Harassment | 0 | 0 | 0 |

Reentrant-on-Reentrant Sexual Abuse

Year-to-Year Findings

| Allegation of Sexual Contact | 2024 | 2025 |
|------------------------------|------|------|
| Total Allegations | 2 | 3 |
| ▪ Substantiated | 0 | 0 |
| ▪ Unsubstantiated | 0 | 0 |
| ▪ Unfounded | 2 | 2 |
| ▪ Pending | 0 | 1 |

| Allegation of Non-Consensual Sexual Acts | 2024 | 2025 |
|--|------|------|
| Total Allegations | 3 | 5 |
| ▪ Substantiated | 0 | 0 |
| ▪ Unsubstantiated | 1 | 3 |
| ▪ Unfounded | 1 | 1 |
| ▪ Pending | 1 | 1 |

| Allegation of Sexual Harassment | 2024 | 2025 |
|---------------------------------|------|------|
| Total Allegations | 2 | 0 |
| ▪ Substantiated | 0 | 0 |
| ▪ Unsubstantiated | 2 | 0 |
| ▪ Unfounded | 0 | 0 |
| ▪ Pending | 0 | 0 |

Reentrant-on-Reentrant Sexual Abuse

Year-to-Year Comparison

Findings:

In 2025, there were three (3) total allegations of reentrant-on-reentrant sexual contact, of which **zero (0) were found to be substantiated in nature.** Two (2) of the allegations were identified as **unfounded,** and one (1) allegation is still pending investigation. This compares to two (2) total allegations in 2024, both of which were determined to be unfounded.

In 2025, there were five (5) total allegations of reentrant-on-reentrant non-consensual sexual acts, of which **zero (0) were found to be substantiated in nature.** Three (3) of the allegations were identified as **unsubstantiated,** one (1) allegation was identified as **unfounded,** and one (1) allegation is still pending investigation. This compares to three (3) total allegations in 2024, which included one (1) unsubstantiated allegation, one (1) unfounded allegation, and one (1) pending investigation.

In 2025, there were zero (0) total allegations of reentrant-on-reentrant sexual harassment. This compares to two (2) total allegations in 2024, both of which were determined to be unfounded.

Staff-on-Reentrant Sexual Abuse

2025 Findings

| Allegation Type | Unfounded | Unsubstantiated | Substantiated |
|--|-----------|-----------------|---------------|
| Allegation of Sexual Contact | 1 | 1 | 0 |
| Allegation of Non-Consensual Sexual Acts | 1 | 1 | 0 |
| Allegation of Sexual Harassment | 2 | 2 | 0 |

Staff-on-Reentrant Sexual Abuse

Year-to-Year Findings

| Allegation of Sexual Contact | 2024 | 2025 |
|------------------------------|------|------|
| Total Allegations | 3 | 3 |
| ▪ Substantiated | 0 | 0 |
| ▪ Unsubstantiated | 2 | 1 |
| ▪ Unfounded | 1 | 1 |
| ▪ Pending | 0 | 1 |

| Allegation of Sexual Contact | 2024 | 2025 |
|------------------------------|------|------|
| Total Allegations | 0 | 3 |
| ▪ Substantiated | 0 | 0 |
| ▪ Unsubstantiated | 0 | 1 |
| ▪ Unfounded | 0 | 1 |
| ▪ Pending | 0 | 1 |

| Allegation of Sexual Contact | 2024 | 2025 |
|------------------------------|------|------|
| Total Allegations | 2 | 4 |
| ▪ Substantiated | 0 | 0 |
| ▪ Unsubstantiated | 0 | 2 |
| ▪ Unfounded | 1 | 2 |
| ▪ Pending | 1 | 0 |

Staff-on-Reentrant Sexual Abuse

Year-to-Year Comparison

Findings:

In 2025, there were three (3) total allegations of staff-on-reentrant sexual contact, of which **zero (0) were found to be substantiated in nature**. One (1) of the allegations was identified as **unsubstantiated**, one (1) allegation was identified as **unfounded**, and one (1) allegation is still pending investigation. This compares to three (3) total allegations in 2024, which included two (2) unsubstantiated allegations and one (1) unfounded allegation.

In 2025, there were three (3) total allegations of staff-on-reentrant non-consensual sexual acts, of which **zero (0) were found to be substantiated in nature**. One (1) of the allegations was identified as **unsubstantiated**, one (1) allegation was identified as **unfounded**, and one (1) allegation is still pending investigation. This compares to zero (0) total allegations in 2024.

In 2025, there were four (4) total allegations of staff-on-reentrant sexual harassment, of which **zero (0) were found to be substantiated in nature**. Two (2) of the allegations were identified as **unsubstantiated**, and two (2) of the allegations were identified as **unfounded**. This compares to two (2) allegations in 2024, one (1) of which was unfounded and one (1) was pending investigation.

Reporting a PREA Incident

If you know or someone you know has experienced sexual abuse/harassment in a Renewal, Inc. facility, or elsewhere, GET HELP. You can report an incident on the PA Crime Stopper Tip Line at 1-800-472-8477 or online at www.tipsubmit.com.

2025 PREA Annual Report

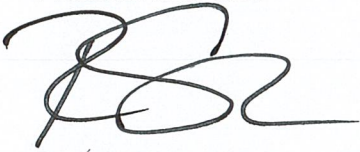
Approved By:



Douglas C. Williams
President & CEO

2-11-2026

Date



Richard Shenk
Chief Compliance Officer
PREA Coordinator

2/11/2026

Date