

U.S. AbilityOne Commission
Minutes – Quarterly Public Meeting
Tuesday, January 31, 2023
1:00 p.m. – 4:00 p.m. ET

I. Call to Order and Introductions

U.S. AbilityOne Commission Chairperson Jeffrey Koses called the meeting to order at 1 p.m. and greeted the 437 participants attending via Zoom.

Commission Executive Officer Angela Phifer gave administrative remarks. She noted that two American Sign Language interpreters would interpret, and that the meeting was being live captioned.

Commission members and Commission staff introduced themselves.

II. Consideration of Minutes

There were no changes to the minutes from the virtual public meeting on October 25, 2022. The minutes were approved.

III. Chairperson Opening Remarks

Koses said the meeting would include a panel on contract performance – a topic he himself spends a lot of time thinking about, since he is the Senior Procurement Executive for the General Services Administration (GSA).

Contract performance is not synonymous with the AbilityOne Program’s direct labor hour ratio requirement, he emphasized. Good contract performance showcases the work of AbilityOne in a competitive market, and results in increased customer satisfaction and better mission outcomes,

He noted that the Commission would soon begin a formal rulemaking process to support competition in the AbilityOne Program. The [2017 National Defense Authorization Act Section 898 Panel on Department of Defense and AbilityOne Contracting Oversight, Accountability and Integrity](#) had recommended that step.

“The value of competition within the Program is a message we hear loudly and clearly,” Koses said.

Koses went on to mention selected AbilityOne achievements in 2022, including:

- Rule [“Prohibition on the Payment of Subminimum Wages Under 14\(c\) Certificates as a Qualification for Participation as a Nonprofit Agency Under the Javits Wagner O’Day Act”](#)
- [FY 2022-2026 Strategic Plan](#)

- Commission [Policy 51.542](#) “Nonprofit Agency Use of AbilityOne Products in the Performance of AbilityOne Service Contracts”

- [Technology Modernization Fund Investment](#)

He also discussed the Commission’s plans for [refocusing compliance](#) as part of the agency’s strategic initiatives to modernize and enhance AbilityOne.

IV. Remembrance of Bobby Silverstein

Commission Vice Chairperson Chai Feldblum and Katy Neas and Ralph Neas honored Bobby Silverstein, a pivotal figure in the advancement of disability policy, who passed away in November 2022.

V. Executive Director Report

Executive Director Kim Zeich [reported](#) on AbilityOne Program FY 2022 data, Commission accomplishments in the first quarter of FY 2023, and [AbilityOne Representatives](#) (ABORs) at Federal agencies.

VI. Presentation by Inspector General

Inspector General Stefania Porter provided an [update](#) on the activities of the Commission’s Office of Inspector General (OIG), including audits and the OIG’s FY 2022 Top Management and Performance Challenges Report.

VII. Regulations & Policy Subcommittee Updates

Commission Vice Chairperson Chai Feldblum gave an [update](#) on behalf of the Regulations and Policy Subcommittee, which she chairs:

- Commission [issued](#) three draft compliance policies on January 27, 2023, for public feedback.
- The new compliance policies will entail a fundamental shift for the Commission, Central Nonprofit Agencies, nonprofit agencies (NPAs), and stakeholders.
- On February 1, 2023, the Commission will pause routine, traditional compliance reviews in order to consider comments, retrain staff, develop updated compliance materials for the NPA community, and ensure alignment among all participants.
- While ongoing reporting and corrective actions will continue, the Commission will limit inspections to critical issues during this pause.

Feldblum also discussed the legislative changes to ABLE (Achieving a Better Life Experience) accounts, which are tax-advantaged savings programs for eligible people with disabilities.

VIII. Public Engagement: Federal Contract Performance

Acting Deputy Executive Director Amy Jensen moderated the meeting's public engagement section, which focused on Federal contract performance.

The Federal Register [notice](#) for the meeting had invited public comments and suggestions on the topic of what is important to Federal agencies in terms of contractor performance—whether or not those contracts are awarded under the auspices of the AbilityOne Program.

Eliana Zavala, Management Analyst, Office of Federal Procurement Policy

Zavala mentioned three Biden-Harris Administration acquisition priorities as being relevant to advancing equity for the disability community through procurement.

- The President's Management Agenda directs agencies to strengthen the diversity and resilience of the Federal marketplace.
- Source selection decisions should emphasize the best value to the taxpayer.

“This administration recognizes the great power of acquisition as a catalyst to advance our national priorities, from strengthening the competitiveness of U.S. industries to fighting climate change to strengthening cybersecurity,” Zavala said. “This will require strong performance from all of our contractors – performance that generates high customer satisfaction.”

- Important strides have been made in creating a more agile and innovative buying environment by encouraging testing and sharing of new ideas.

She emphasized the importance of information sharing.

Federal Customer Panel: Contract Performance Expectations

Panelists were [AbilityOne Representatives](#) (ABORs):

- Justin Crosby, Department of Energy ABOR
- Sheila Roche, NASA ABOR
- Linda Walker, Defense Health Agency ABOR

Justin Crosby, Department of Energy ABOR

Crosby raised points including:

- Mission success is shared success.

- Kickoff meetings can advance the understanding of a contract.
- Communicate early and often.
- The importance of knowledge management.

Sheila Roche, NASA ABOR

Roche raised points including:

- NASA expects contractors to provide quality products and services at a reasonable price with on-time delivery.
- NASA's contractor community needs to consider how the government can be more innovative in how it procures requirements.
- Even small solutions can make a big impact.
- Ideas can come from anyone at any level.
- NASA recognizes that innovation requires seeing issues from diverse perspectives to enable improved mission outcomes.

Linda Walker, Defense Health Agency (DHA) ABOR

Walker discussed questionnaires DHA sends out during the solicitation phase of a contract. The questionnaires are evaluated on recency, relevance and quality.

She also emphasized the importance of reading and understanding the requirements listed in a solicitation.

Following the panelists' remarks, Koses asked them to briefly discuss the role of Contracting Officer's Representatives (CORs) in contract oversight, and they did.

Koses asked the panelists to talk about any advice they would give to NPAs that are about to enter into a new contract.

- Roche emphasized the importance of understanding the terms and conditions of a contract. She also encouraged open communication with contracting officers and CORs, as appropriate.
- Crosby reiterated his points about kickoff meetings.
- Walker said it was important for contractors to know what is in their contract and stay in their lane.

Zavala discussed the importance of industry liaisons, and emphasized the value of sharing ideas, examples and success stories, including with the Commission and the ABOR community.

Millisa Gary, GSA ABOR, brought up the importance of trust. She also observed that ABORs can be resources for vendors as well as contracting officers.

Commission Member Tara Jamison, Deputy Senior Procurement Executive and Director, Office of Acquisition Management, Department of Justice, said a route to strong performance is to find opportunities that suit the skill set and talent of your particular organization.

Commission Member Matthew Beebe, Director of Acquisition, Defense Logistics Agency, said that NPAs should share information about their capabilities, including any new capabilities, as that can be helpful when looking ahead.

Zeich said she wanted to emphasize the theme of innovation that had surfaced in the conversation.

Feldblum tied the contract performance theme to the Commission's Strategic Plan. She also returned to the topic of the draft compliance policies, gave a little more information about next steps, and said compliance-related questions in the chat had been captured.

Koses closed the official part of the meeting.

IX. Tribute to Tina Ballard

Koses, Zeich, Commission Chief of Staff Kel Wood and others shared memories of Tina Ballard, who [passed away](#) on January 20, 2023. Ballard led the Commission from 2008 to 2021.

List of Attendees - January 31, 2023

Commission Members

Bryan Bashin
Matthew Beebe
Chris Brandt
Gabe Cazares
Megan Dake
Carol Dobak
Chai Feldblum
Robert Hogue
Tara Jamison
Jeffrey Koses

Jennifer Sheehy
Virna Winters

Commission Staff

Aaron Ammons
Cassandra Assefa
Ramon Barreto
Bradley Crain
Benedict Fern
George Govan
Brian Hoey
Amy Jensen
Steven Jones-Ellard
Mike Jurkowski
John Konst
Marlin Paschal
Angela Phifer
Breck Richardson
Donald Rose
Joan Smith
Vannedra Smith
Chris Stewart
Amy Tao
Trevor Tullie
Zafor Ullah
Julia Wiggins
Wakita Wilson
Kel Wood
Celia Wren
Janet Yandik
Edward Yang
Kim Zeich

Office of Inspector General

Syed Kamil Ali
Steven Burke
Betty Durosier
Stefania Porter
Frederick Swartzbaugh
Rosario Torres

ASL Interpreters

Judy Boswell

Judith Britt

CART Captioning (Empire Captions)

Max B.

National Industries for the Blind (NIB)

Juan Arciniegas Duran

Matt Buchanan

Senetra Burgess

Kevin Campbell

Timothy Dudley

Annelie Eyre

Sonia Francis

James Frick-Tordella

Vivian Fridas

Robert Harris

Angela Hartley

Denise Harvey

Aneta Jordan

Ashley Kraus

Lakesha Larry

Luis Lebron

Kelly McGarey

Wanda McLeod

Thomas Mikrut

Charles Mitchell

Andy Mueck

Nancy Ramos-Campanelli

Joyce Rey

Anne-Marie Wallace

Rick Webster

Matthew Wieseler

Kevin A. Lynch

President and CEO

SourceAmerica

Leejay Acham

Anthony Ackers

Rosario M. Aguilar

Richard Baker
Phyllis Barrett
Richard Belden
Mike Bender
David Berthiaume
Ryan Blackman
Steph Blake
Sam Boit
John Bonham
Lindsey Boyington
Michelle Brownlee
Mike Caldrone
Catherine Chase
Theresa Chavez
Charnel Coleman-Butler
Bob Daniels
Al Dawson
Kathi DuTilly
Alicia Epstein
Nidia Escobar
Victoria Fields
Steven Follum
Vickie Fuller
Carol Gary
Micky Gazaway
Indelli George
Sunny Glorch
Carla Gocool
Gail Gordon
Carla Goulart
Angelo Grima
Jane H. Bero
Jessica Hardy
Tom Hartigan
Thomas Hawkins
Corey Heritage
Cheryl Hogarth
Amy Hon-Wong
Barry Howard
Dana Jedrick
Calvin Jenkins

Jill Johnson
Shane Kanady
Amanda King
TJ Lanaghan
Rob LeSueur
Mark Lezotte
Jeffrey McCaw
Victoria Middleton
Nathaniel Muncie
April Murray
Leslie Nelson
Greer Newman
Alicia Pagan
Denise Perka
Stephen Plastino
Amanda Polk
Joshua Prosser
Chris Reger
Mickey Reyes
Derek Rogers
Kim Roland
Michelle Rondenet
John Rose
Kim Scott
Wayne Scott
Karen Searles
Steve Smith
Breanna Stanley
Karen Stecher
Jessica Tagai
Ricardo Terrazas
Laurie Tolson
Daniel Tryon
Wes Tyler
Heather Virasteh
Shari Walton
Lori Webster
Nancy Yoder
Margie Boyd
Sherese Wilson

Richard Belden

President and CEO

Federal Government Representatives

Justin Crosby	Department of Energy
Karen Eifert	General Services Administration
Michael Frazier	Department of the Army
Millisa Gary	General Services Administration
Bill Granfield	Department of Defense
Timi Kenealy	Environmental Protection Agency
Daniel Lewis	Department of Agriculture
Bonita Miner	Department of the Army
Susan Pollack	Department of Defense
MaryKathryn Robinson	Department of Defense
Sheila Roche	NASA
Thomas Sherman	Census Bureau
William Sproule	Department of the Air Force
Edna Taylor-Capers	Internal Revenue Service
Andrew Tulli	General Services Administration
Leo Valencia	Department of Energy/ Sandia National Laboratories
Linda Walker	Defense Health Agency
Amanda Werb	General Services Administration
Susan Wortham	Department of Defense
Jennifer Young	Department of Education
Lakeeta Young-Hill	NASA
Rena Zaruba	Department of Defense
Eliana Zavala	Office of Management and Budget
Lori Zinck	Department of the Navy

Other Attendees

George Abbott	The Lighthouse for the Blind, Inc.
Erin Abele	Montgomery County Chapter, NYSARC Inc.
Mandi Adams	Skookum Contract Services
Roger Adkins	Beyond Vision - AIB
Nancy Albin	Los Angeles Habilitation House, Inc.
Brian Ammerman	Adelante Development Center, Inc.
Adrian Andrews	Challenge Enterprises of North Florida
Indra Andrews	Goodwill of North Georgia
John Angerer	ServiceSource
Tiffany Anthony	Louisiana Industries for the Disabled, Inc.
Amanda Apodaca	PRIDE Industries

Shay Arnold	Knox County Association for Remarkable Citizens
Shay Assad	
Michael Atkins Sr.	Chimes
Paul Atkinson Jr.	Eggleston
Liam Bailey	ORC Industries, Inc.
Angela Barker	
Susie Barragate	Vocational Guidance Services
Cheryl Bates-Harris	National Disability Rights Network
Borgi Beeler	MVW Services
Nick Bell	The Resource Center
Brett Bellinger	Liberty Enterprises
Yolanda Bellinger	SVRC Industries
Susan Bertoldo	Inspiritec
Nancy Bogdan	Gesher Human Services
Michelle Boling	The Arc of the United States
Lauren Branch	NewView Oklahoma
Dan Briles	Bosma Enterprises
Patrick Brooks	TRDI
Crystal Brown	Goodwill
Margaret Brown	The Corporate Source
Lincoln Burr	ASPIRO, Inc.
Nikki Burris	Center Industries
Amanda Bush	Orange County Rehabilitative Services
Chris Butler	Goodwill Services, Inc.
Marie Campanoli	Skookum
Jennifer Campbell	VersAbility Resources, Inc.
Haley Carney	Disability Rights New Jersey
Carol Carr	ACHIEVE Human Services, Inc.
Meredith Champagne	Goodwill Southeast Georgia
Arleca Chapman	Transylvania Vocational Services
Celeste Childers	ENMRSH, Inc.
Julie Christensen	APSE
Patricia Clay	Goodwill Industries of Kentucky
Elisa Cohen	Disability Rights NJ
Nanette Cohen	JCFS Chicago
Valentino Colasito	TRDI
Fallon Coleman	TradeWinds
Allen Connely	Mozaic
Armando Contreras	United Cerebral Palsy
Cathy Cooke	
Ashlee Cooper	Opportunity Village

Deborah Copeland	DRTC
Jewelyn Cosgrove	Melwood
Melissa Cotter	Arc GLOW
Billy Counts	Huntsville Rehabilitation Foundation, Inc. d/b/a Phoenix
Cricelda Cristan	TRDI
Karen Croom	Mavagi Enterprises
Ken Crum	ServiceSource
Darone Dancy	Eastern Carolina Vocational Center, Inc.
Felicia Daniels	Progressive Adult Rehabilitation Center, Inc.
Jessica Daniels	The Arc
Dennis Dapolito	ServiceSource
Michael Davenport	Adelante Development Center, Inc.
Dwight Davis	Global Connections to Employment
Mike Davis	Goodwill Easterseals Miami Valley
Carla Dean	Services to Enhance Potential
Kim Denver	Leidos
Jeffery Dern	PRIDE Industries
Paige Derouen	Goodwill Industries of South MS
Leo Devora	CW Resources
Joseph Diaz	Didlake Inc.
Tami Dillon	Skills'kin
Marissa Ditkowsky	National Partnership for Women & Families
Christopher Dreher	
Brian East	Disability Rights Texas
Dennis Edwards	Rising Star Resource Development Corp
Antoinette Elizondo	Access: Supports for Living Inc.
James Enyart	Arc Fresno
Andrew Esterer	Challenge Unlimited
Tonia Ferguson	CSAVR
Kenny Fernald	AVRE
Cynthia Flores	TRDI
Christopher Flynn	Pacific Coast Community Services
Taylor Foster	Golden Rule Industries of Muskogee, Inc.
Shannon Fritz	Navigations, Inc.
Jose Garcia	TRDI
Marco Garcia	TRDI
Jennifer Garman	Disability Rights Pennsylvania
Melanie Gearhart	Goodwill Industries of Upstate Midlands SC
Melanie Gearhart	
Ann Gillmore	Peckham
Lenard Gleesing	PRIDE Industries

David Godbold	Wounded Warrior Program USA
Angela Gonzales	TRDI
Rick Gonzalez	ORC Industries
Alexis Gonzalez Hernandez	Goodwill Western Missouri & Eastern Kansas
Jennifer Googins	CW Resources, Inc.
Joshua Gould	Industries of the Blind
Beatrice Granby	CHI Centers, Inc.
William Green	CW Resources, Inc.
Gagan Grewal	Global Connections to Employment
Pamela Grimes	ServiceSource
Cameron Grisham	
Karl Groninger	Melwood
Kasia Grzelkowski	VersAbility Resources
Lucio Guajardo	TRDI
Damaris Guerra	ReadyOne Industries
Karen Gustina	SASI
Lauren Haley	Vocational Guidance Services
Charlotte Hammond	Challenge Unlimited
Benjamin Harris	Garten Services
Denise Harvey	
Tina Hawley-Blount	Virginia Department for the Blind & Vision Impaired
Susan Head	Disability Rights New Jersey
Sally Henderson	
Alexandra Hermann	DRP
Karina Hernandez	Mavagi Enterprises
Melanie Hessler	Via of the Lehigh Valley, Inc.
Colleen Himmelberg	Cottonwood, Inc.
Chris Hoagland	Eggleston Services
Mathew Hoffman	Calidad Industries, Inc
Damian Houfek	ENMRSH, Inc.
Lydia Hoxha	CHI Centers, Inc.
Zakiya Hoyett	Eggelston Services
Reginald Hughes	Palmetto Goodwill
Tracy Hutton	The Arc Jefferson-St. Lawrence
Anthony Iannaccone	BAC
Scott Iverson	ORC Industries
Steve Jacobs	New Leaf Inc.
Jeffrey Johnson	Job Options, Inc.
Sophia Jones	Alabama Goodwill Industries
Tasha Jones	Eggleston
Mark Jones	PCSI

Jon Jones	Skookum Contract Services
Trisha Juerling	Didlake
Lori Kain	GCE
Robert Katz	ServiceSource
Nancy C Keating	Challenge Enterprises of North Florida, Inc.
Dan Kelly	IFB Solutions
John Kelly	PCSI
Miranda Kennedy	National Disability Institute
Kellie Kennedy	The Arc GLOW
James Kerlin	Beyond Vision, Inc.
Betsy Key	Goodwill Gulf Coast
Amy Knight	PRIDE Industries
Tom Korff	Peckham, Inc.
Michael Kramer	The Corporate Source
Joel Krupa	Northern Transitions, Inc.
Dawn Lacko	NOWCAP Services
Chris LaFollette	Arizona Industries for the Blind
Laura Lamb	VGS
Heather Larson	Lakestate Industries
Ron Lassman	Challenge Unlimited, Inc.
Shayne Lewis	Goodwill of South Mississippi
Barry and Sang Lineback	
Gigi Lopez	Bona Fide Conglomerate, Inc.
Ruben Lopez	Bona Fide Conglomerate, Inc.
Debra Loudermilk	Sara's Mentoring Center, Inc.
Monica Lucas	Didlake, Inc.
Jennifer Luebke	PRIDE Industries
Rachel M. Schliem	Casco
Reinhard Mabry	Alphapointe
Brynne Madway	DRP
Darlene Malzone	Easterseals Western and Central Pennsylvania
Dean Marino	Inspiritec
Jane Maritz	Sunrise Enterprises of Roseburg Inc
Jason Marshall	Goodwill Industries of the Coastal Empire
Ryan Martin	Goodwill NWO
Tara Martinez	The WV Association of Rehabilitation Facilities
Rachel Mason	Phoenix
Megan Mason-Todd	Skookum
Nicole Matherly	Horizon Goodwill Industries
Kurtis Mayne	ORI
Margaret McCreadie	Huntsville Rehabilitation Foundation (Phoenix)

Crystal McDaniel	TRDI
Timothy McGlinn	Wigglesworth Enterprises
Dane McGraw	Goodwill Industries of North Florida
Heather McKenzie Haddock	Louisiana Association for the Blind
Kate McSweeny	ACCSES
Catherine Meloy	Goodwill
Diane Meyer	Minnesota Diversified Industries
Brent Mikulski	Services to Enhance Potential
Harrison Misewicz	Eggleston
Katie Missimer	Melwood
Jeffrey Mittman	Bosma Enterprises
Lisa Montalbano	Employment Horizons, Inc.
Tiffini Mueller	Relay Resources
Lisa Mules	Sinai Hospital - VSP
Bill Mullens	Navigations, Inc.
Holly Mullins	Services to Enhance Potential (STEP)
Jennifer Murrin	North Jersey Friendship House
Mike Nagel	The Arc of the U.S.
Katy Neas	
Ralph Neas	
Don Nelson	PRIDE Industries
Marilyn Noble	Lakestate Industries
Wendy Nolte	NOWCAP Services
Steve Noyes	Clover Imaging Group
Rose Marie Nunez	Bona Fide Conglomerate
Christopher O'Connor	Bayaud Enterprises, Inc.
Avery Oden	NewView Oklahoma
Holly O'Donnell	Bazelon Center for Mental Health Law
Becky Ogle	NTI
Samantha Oras	Employment Horizons
Anthony Ortiz	TRDI
Linda Padgett	Yakima Specialties Inc.
Sharon Pardo	Chimes District of Columbia, Inc
Scott Parry	Goodwill Industries of North Georgia
Brian Patchett	Louisiana Association for the Blind
Amar Patel	BAC
Amy Patterson	Phoenix
Bruce Patterson	ServiceSource
Laurie Penfold	Peckham, Inc.
Theodore Peoples	Alabama Goodwill
David Perez	Phoenix

Brian Petraits	Bosma Enterprises
Donald Pincus	ServiceSource
Joseph Place	SASI
Jon Porter	Porter Group
Susan Prokop	Paralyzed Veterans of America
Camille Putnam	SASI
Javier Ramirez	Great Plains Enterprises, Inc
Josue Ramirez	TRDI
Antonio Rangel	TRDI
John Rangel	TRDI
Shawn Richardson	Horizon House Inc.
Charles Richman	Washington DC SCORE
Andrew Rind	ServiceSource
Mileasha Rizan	Work Services Corporation
Sam Rodriguez	The Lighthouse For the Blind, Inc.
Darren Rogers	Ada S. McKinley Community Services
Renee Rose	VersAbility Resources, Inc.
Mary Ann Ross	Arc of Greater New Orleans
Albert Salinas	TRDI
Cheryl Sanders	SEKRI
Sheila Sandford	
Laurie Schaller	National Disability Institute / ABLE National Resource Center
Jessica Schamberger	Heartland Goodwill Enterprises
Lee Schiefelbein	Easterseals Western and Central Pennsylvania
Stephanie Schrage	Challenge Unlimited Inc.
Rick Sebastian	The Kennedy Collective
David Seimetz	Licking/Knox Goodwill
Janna Sheiman	Disability Rights NJ
Carmen Sheppard	Goodwill of North Florida
Jennifer Simek	PRIDE Industries
Jo Sinha	Peckham
James Simpson	JES Acquisition and Business Solutions
Zac Smith	Challenge Unlimited
Tim Smith	Phoenix
William Sofia	ArcGLOW
Kevin Sonntag	DRTC
Cindy Sterling	Opportunity Center Inc. DBA Servicesource
Bryan Stevens	Beacon Group
Mindy Stevenson	NewView Oklahoma
Thomas Stewart	CHIMES
Chris Stream	Ada S. McKinley Community Services

Catherine Strother	First Chance Center
David Suddreth	Tommy Nobis Center
Greg Szabo	The Lighthouse for the Blind, Inc.
Melanie Tabolt	Inspiritec
Ada Terrill	Chimes
Justin Thacker	TRDI
Cassandra Thomas	MidWest Enterprises for the Blind
Denise Thomas	Orange County Rehab and Dev Services Inc
Pat Thomas	VA Industries for the Blind
David Toogood	WSC
Jaime Torres Damacio	Goodwill of Orange County - Santa Ana
Megan Tucker	VSP/ Sinai Hospital of Baltimore
Duane Turnbull	Cottonwood, Inc.
Carol Tyson	Disability Rights Education & Defense Fund
Marlene Ulisky	NDI
Lauren Unger	Licking/Knox Goodwill Ind., Inc.
Roberto Velez	Wounded Warrior Project
Kaleigh Vicknair	Goodwill Industries of South Mississippi
Katie Vineyard	Challenge Enterprises of North Florida, Inc.
Jeremy Vinyard	Gesher Human Services
Jodi Virgil	Bosma Industries for the Blind, Inc. (Bosma Enterprises)
Patricia Walker	Pathfinder, Inc.
Stephanie Walker	Porter Group
Laura Walling	Goodwill Industries International
Masumi Ward	NewView Oklahoma
Michael Warden	
Sylvia Washington	Tresco Inc.
Cynthia Watson	San Antonio Lighthouse for the Blind
Lisa Webb Sharpe	Peckham, Inc.
Dennis Webster	Central Association for the Blind and Visually Impaired
Lori Webster	
Jo Weisbeck	Pride, Inc.
Ed Welsh	CABVI Utica, NY
Dana Werner	Bosma Enterprises
Mary Joan Willard	NTI
Marvece Williams	Goodwill Greater Washington
Ashley Winship	TRC
Shawn Wolfgram	GW Commercial Services, Inc.
Natalia Yu	ServiceSource
Kristina Zwick	Peckham, Inc.