

U.S. AbilityOne Commission
Minutes – Quarterly Public Meeting
Thursday, February 10, 2022
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 approximately 300 participants attending via Zoom.

Commission Executive Officer Angela Phifer gave administrative remarks and noted that two American Sign Language interpreters would be interpreting.

Commission members and designees, Commission staff, and the CEOs of National Industries for the Blind (NIB) and SourceAmerica – the Central Nonprofit Agencies (CNAs) – introduced themselves.

II. Consideration of Minutes

Commission Vice Chairperson Chai Feldblum moved to approve the minutes from the virtual public meeting on October 7, 2021. Commission private citizen member Bryan Bashin seconded Ms. Feldblum’s motion. The motion passed unanimously.

III. Chairperson’s Opening Remarks

Section 898 “Panel on Department of Defense and AbilityOne Contracting Oversight, Accountability, and Integrity”

Mr. Koses briefly discussed the achievements of the 2017 National Defense Authorization Act (NDAA) Section 898 Panel.

- Panel reached sunset with [Fourth and Final report](#) to Congress, issued in January 2022.

Mr. Koses explained why the Panel’s final report did not include proposed legislative language to amend the Javits-Wagner-O’Day (JWOD) Act’s definition of significant disability or to revise the statutory direct labor hour ratio.

- Commission believed recommendations needed more refinement.

- Commission considers it crucial that any statutory changes be clear, simple, and durable.

Notice of Proposed Rulemaking: “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 Program”

Mr. Koses noted that the proposed rule was [published in the Federal Register](#) on October 12, 2021.

- 60-day public comment period.

- Commission had received nearly 180 comments as of the February 10, 2022 meeting; the comments can be read at [regulations.gov](https://www.regulations.gov).
- Commission has been reviewing comments, which have led to productive internal discussions.
- Comments will inform writing of the final rule.

Commission Draft FY 2022-2026 Strategic Plan

Mr. Koses noted that 898 Panel recommendations and the Proposed Rule on 14(c), taken together, provide the springboard for the Commission’s Draft FY 2022-2026 Strategic Plan.

A “[Core Aspects of Strategic Plan](#)” document was posted on AbilityOne.gov on February 9, 2022, and included the following three strategic objectives:¹

- Strategic Objective 1: Support competitive integrated employment (CIE) for people who are blind or have other significant disabilities.
- Strategic Objective 2: Ensure effective governance across the AbilityOne Program.
- Strategic Objective 3: Partner with Federal agencies and AbilityOne stakeholders to increase and improve employment opportunities for people who are blind or significantly disabled.

Mr. Koses said that:

- The Draft Strategic Plan includes performance measures that will allow the Commission to evaluate and track progress.
- Stakeholder feedback is especially important for Federal agencies’ strategic plans.
- Comments on the Core Aspects of the Strategic Plan can be emailed to StrategicPlan@abilityone.gov.

Mr. Koses concluded his remarks with thanks to departing Commission staff member Irene Glaeser, the Acting Deputy Executive Director.

IV. Remarks by John Tenaglia, Chairperson, 2017 NDAA Section 898 “Panel on Department of Defense and AbilityOne Contracting Oversight, Accountability, and Integrity”

Mr. Tenaglia is the Principal Director, Defense Pricing and Contracting, Department of Defense (DoD). He briefly discussed the AbilityOne Program’s relationship to DoD:

- DoD procured \$2.1 billion in products and services from AbilityOne in FY 2021.
- AbilityOne has been a particularly close partner of DoD during COVID-19, with \$84 million in products and services provided through 900 contract actions in response to the pandemic.
- AbilityOne is a vital part of the defense industrial base.

¹ The draft FY 2022-2026 Strategic Plan’s three Strategic Objectives were changed and expanded to four Strategic Objectives in the Commission’s final [FY 2022-2026 Strategic Plan](#) issued on June 30, 2022.

He provided background on the 898 Panel and discussed the Panel's [Fourth and Final Report to Congress](#).

- Discussed several Final Report recommendations, including those related to oversight, competition, [AbilityOne Representatives](#) (ABORs), and issues identified for Congressional action.

He said the AbilityOne Program plays a prominent role in DoD's work to advance [Executive Order 13985](#) "Advancing Racial Equity and Support for Underserved Communities Through the Federal Government."

Following Mr. Tenaglia's remarks, Mr. Koses elaborated on the ABOR Program and said it would be one of the lasting benefits of the 898 Panel.

V. Status of Legislative Proposal to Amend the JWOD Act

Ms. Feldblum gave the update:

As noted in the 898 Panel's final report, ideas had been developed for Congress to update the [JWOD Act](#). However, Ms. Feldblum said, the Commission concluded that more work was needed on the proposed legislative update with regard to both the definition of "severe disability" and the Program's Direct Labor Hour ratio requirement.

The Panel's report noted that there needed to be a new definition of "severe disability."

- Severe disability is currently defined in the JWOD Act as "someone whose disability rendered the person unable to work in 'normal competitive employment,' so that's obviously directly contrary to our goal of CIE," Ms. Feldblum said.

The ratio requirement needs amendment since it is "inherently problematic, given our goal of maximum integration possible," she said.

Commission had concerns about the complexity of proposed legislative update.

Commission will be thoughtful and strategic in building on the 898 Panel's work, continuing to collaborate with other government agencies, the CNAs, the AbilityOne-participating nonprofit agencies (NPAs), and disability rights organizations, with a goal to develop an appropriate proposal to Congress.

- Proposal to Congress will align with the goal outlined in Commission's new Strategic Plan to support CIE.

VI. Commission Subcommittee Reports

Enterprise Risk Management Subcommittee

Report delivered by Commission Member Virna Winters, Subcommittee Chairperson and the Director for Acquisition Policy and Oversight in the Office of Acquisition Management, Department of Commerce.

Enterprise Risk Management (ERM) has been a top priority for Commission over past 2 years. Significant progress has been made:

- For FY 2021, completed full cycle of ERM activities.
- Completed agency's risk profile: Risk level is Moderate.
- Developed risk mitigation plans.
- FY 2022 cycle of ERM activities began in September.

ERM is a continuing process.

Performance Management Subcommittee

Report delivered by Commission member Jennifer Sheehy, Subcommittee Chairperson and the Deputy Assistant Secretary, Office of Disability Employment Policy, U.S. Department of Labor.

Ms. Sheehy discussed the Commission's Draft FY 2022-2026 Strategic Plan under development, thanked those who had contributed to it, and urged people to read, and make comments on, the Strategic Plan Core Aspects posted on Feb. 9.

Ms. Sheehy said that the Draft Strategic Plan under development reflects a new and important direction for the Commission.

She said that the Commission cares about providing excellent guidance and service to NPAs, and that the Commission wants to help NPAs with CIE. The Commission and NPAs will be partners in this journey.

Policy and Regulations Subcommittee

Report delivered by Ms. Feldblum, Subcommittee Chairperson.

Subcommittees have been helpful mechanisms as Commission approaches its current work.

As previously discussed, Commission sees a need for Congress to amend JWOD Act, but that will not happen immediately.

While a legislative proposal is in the works, Commission has considered what it can accomplish now via regulations, guidance, or policy.

- Example of the Commission exercising its authority: Proposed 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 Program](#)"

- The "Strategic Objective 1" section in the Commission's [FY 2022 – 2026 Strategic Plan Core Aspects](#) outlines some additional ways in which the Commission can use its current authority; e.g., with regard to CIE, the definition of "unable to work in normal, competitive employment," and pilot tests.

- Data collection will be an important component of such work.

The subcommittee will also work thoughtfully and strategically on the issue of competition since that is important for the Program's Federal customers.

VII. Acting Executive Director's Report

Kimberly Zeich, Commission Acting Executive Director, gave an update:

Reported on [FY 2021 Program Results](#) – FY 2019 and FY 2020 results were discussed as context.

- Downward trend in Direct Labor Hours, number of employees, total wages – may be attributable in large part to pandemic.
- Average hourly wage increased in each of the 3 years.
- Commission tracks three types of mobility statistics:
 - 1) Placements from AbilityOne contracts to positions outside AbilityOne
 - 2) Non-AbilityOne placements
 - 3) “Direct placements,” meaning individuals who receive placement services but don’t first come to work at the nonprofit agency
- Downward trend in mobility statistics in past three years may reflect pandemic. Still, taken together, placements in all 3 categories total over 20,000/year.

Ms. Zeich gave an overview of the [FY 2021 NPA Compliance Program](#).

She summarized the Commission’s [strategic direction and priorities for FY 2022](#):

- Communicate and implement Strategic Plan
 - Competitive integrated employment
 - Effective stewardship
 - Collaboration with Federal partners to expand employment
- Implement remaining 898 Panel recommendations
- Continue to increase transparency and communication via reports, public meetings, and stakeholder engagement
- Modernize Commission’s IT system; develop IT data-sharing solutions that enhance efficiency across the Program.

VIII. Presentation by Acting Inspector General

Stefania Pozzi Porter, Commission Acting Inspector General, provided an update on the activities of the Commission’s Office of Inspector General (OIG), including:

- Semiannual Reports to Congress
- [Top Management and Performance Challenges Report](#) issued in November 2021, which included:
 - One new challenge (“Growing List of Unimplemented OIG Audit Recommendations”)
 - Two new “watch items” (“Accessibility” and “AbilityOne Program Growth and Resulting Risk”)

- Past and upcoming visits to NPAs by OIG
- Audits recently issued (audits and other OIG products are at abilityone.oversight.gov)
- Audits recently initiated
- [Biennial audit plan](#) issued in June 2021, maps out audits for FY 2022-2023
- [Settlement](#) with CW Resources

The Chair thanked the Acting OIG for the presentation.

IX. Public Engagement

For this section of the meeting, facilitated by Commission Acting Deputy Executive Director Irene Glaeser, the Commission had [invited](#) comments and suggestions on the following topics:

- 1) The Individual Eligibility Evaluation (IEE) forms used by the Commission as documentation of significant disability.
- 2) Third party certification or verification of significant disability.

Rebecca Ogle, Former Executive Director, Presidential Task Force on Employment of Adults with Disabilities; and Richard Beutel, Principal and Founder, Cyrrus Analytics

Ms. Ogle

Noting that that she has in the past been both a fan and a critic of AbilityOne, Ms. Ogle stated her appreciation for the goodwill and hard work currently being directed at making the Program work for people with disabilities.

She said that AbilityOne has a “disability verification honor system” – a system she said is ineffective and flawed.

Third-party verification for eligibility is “desperately needed,” she said.

She said NPAs currently can make “judgement calls” as to whether potential employees have significant disabilities – a situation that she said creates the wrong incentive.

She referenced 2015 CNN coverage about the AbilityOne Program, and an episode of fraud and embezzlement in Texas in 2011.

She said that around 2010, she visited an NPA where she saw only one person with a “visible disability.”

Mr. Beutel

Mr. Beutel introduced himself as a 30-year government contract policy and acquisition specialist whose experience includes working with Senator Susan Collins and with the U.S. House of Representatives Committee on Oversight and Reform (COR).

He stated that:

- Independent verification and validation of significant-disability status should be front and center as a core procedural reform for AbilityOne.
- State vocational rehabilitation (VR) agencies, SSA, and U.S. Dept. of Veterans Affairs have robust verification procedures.
- It would be useful to do a crosswalk with the NPAs that earn the most money within AbilityOne, to see how many of those nonprofits' employees have those independent accreditations (SSA etc.).
- Potentially consider making the percentage of employees with such accreditations a factor in criteria for inclusion in the Program. This step could help drive competition within the Program and distribute Program dollars more equally. Consider integrating consideration of such accreditations into AbilityOne's individual eligibility process.

After Ms. Ogle and Mr. Beutel concluded their remarks. Commission members posed questions:

Mr. Koses asked:

- Do Ms. Ogle and Mr. Beutel envision a phase-in stage for the accreditation procedures they recommend? In particular, how would this affect and involve the current 40,000 AbilityOne employees?
- How would re-accreditation work? How long would accreditations be valid?

Ms. Ogle said procedure could mirror the procedure of Social Security Disability Insurance (SSDI).

Mr. Beutel said that he would leave the specifics to the Program.

Mr. Bashin asked if a possible strategy might be "presumptive eligibility" when an individual has received another relevant certification.

- Ms. Ogle said, in her opinion, no.
- Mr. Beutel said that, if an assessment is made that another certification would meet AbilityOne Program requirements, that kind of presumptive eligibility might be fine, but that AbilityOne is a unique program and certifications are not necessarily "plug and play."

Ashlie Strackbein, Vice President of External Affairs, ServiceSource

Ms. Strackbein presented the comments of ServiceSource CEO Bruce Patterson, who was unable to attend.

She said that ServiceSource believes any issues with disability determination and eligibility stem primarily from public policy flaws in the statutory definition of disability, accompanied by inadequate Commission procedural implementation, onsite inspections, compliance training and technical assistance.

Concerns over NPA waste, fraud and abuse have been overstated. Compliance is the norm among NPAs, she said.

Structural and implementation flaws cannot be corrected by revising forms or through enhanced oversight and compliance.

A workable definition of disability is needed to eliminate the statutory presumption that eligible individuals are not competitively employable.

There is also a need for changes in direct labor hour ratio requirements and definition of direct labor.

ServiceSource urges the Commission to seek the broadest possible public input as to what constitutes a substantial handicap to employment and is of a nature that prevents the individual from currently engaging in normal competitive employment.

Commission could make progress on the issue by working through Federal regulatory process but should hold public hearings for transparency.

In absence of Congressional action, Commission should reinstate the NPA review manual and the JWOD guide to medical documentation and competitive evaluation.

It's vitally important that there be a comprehensive regularly updated compliance manual.

Commission could temporarily continue use of current IEE form while providing additional guidance and technical assistance.

Suggests Commission devise standard on third-party documentation of a significant disability that can be supported through a Commission form that requires an independent medical professional to address specific questions.

State VR documentation has been considered gold standard.

ServiceSource has commented to the Commission about the damage to the AbilityOne Program caused by the curtailing of state VR referrals due to RSA guidance.

Ms. Strackbein concluded her remarks.

Chai Feldblum said she had recently learned that, if you have in your workforce a good candidate for CIE, you can refer that person to VR. VR will talk to that person, do any needed verification, and that person can get VR resources and a certification from VR. She asked Ms. Strackbein if that would be helpful information.

Ms. Strackbein said that, since she had been at ServiceSource for just a short time, she would ask a colleague to get back to Ms. Feldblum on that issue.

Mr. Koses observed that compliance will remain a key area of focus, as it has been over the past year, with the Commission hiring a permanent Director of Oversight and Compliance, among other hires. He said he welcomes recommendations on how to make compliance visits more effective and helpful to the NPAs.

Ms. Borgi Beeler, President and CEO, Kalix and MVW Services, Inc., Minot, North Dakota

Ms. Beeler is on the Executive Committee of the National Council of SourceAmerica Employers (NCSE) and is also the CEO of MVW Services, an AbilityOne-participating NPA.

She noted that SourceAmerica participates in [NEON, the National Expansion of Employment Opportunities Network](#) (an initiative established by the U.S. Department of Labor Office of Disability Employment Policy (ODEP)). MVW Services has also been involved in NEON.

Ms. Beeler is pleased by emphasis on CIE in the Commission's Draft Strategic Plan.

She noted that it's important to consider the impact on employees with cognitive disabilities, who may be less likely to publicly communicate about their choices or their perspective on work.

Making AbilityOne a gateway to other employment might be a great solution for some, but for others, continued employment on an AbilityOne contract might be preferred.

It's also germane that Federal customers depend on experienced employees.

Regarding medical documentation forms, NCSE understands the importance of compliance and integrity to the success of AbilityOne.

Standards must be clearly identified and communicated, and reviews must be based on that standard.

Ms. Beeler and her colleagues concur with the Commission's intent to provide more compliance training, and they appreciate the plan to provide written guidelines with clear standards to assist NPAs during review.

NCSE requests clear guidance in these areas:

- First, NCSE requests that the guidelines continue to acknowledge the state's authority to set licensing criteria; the licensing authorities' responsibility to police the action of professionals; and the medical professionals' responsibility to operate within their scope of practice.
- Second, NCSE would like to consider revising the IEE to facilitate clear documentation for more complex situations.
- Third, NCSE requests acceptance of medical documentation in languages other than English.
- Fourth, NCSE requests clarification of the letterhead requirements.
- Finally, NCSE requests that the Commission develop an appeals process.

Ms. Beeler concluded her remarks.

Ms. Feldblum said that the Commission is operating on two tracks: Track 1 is moving the Program to be a gateway to CIE. Track 2 is making sure the current system is working as well as possible. There should be a look at data and a questioning of assumptions.

Ms. Beeler responded that the Program has offered great long-term employment to people who would not otherwise have had that opportunity. She said that she would hate to see that opportunity go away, particularly in rural areas.

Mr. Koses said that the Commission is not talking about an either/or world. Talk about a "gateway" doesn't mean it's a gateway that everyone would move through.

- People have different needs.
- There is room to make CIE a core goal of the Program without saying the Program is nothing but that.

- At issue is the opportunity to take progressive steps toward long-term goals while remaining a program that fills the needs of Federal agencies and serves as a gateway to other employment for some.

Justin Park, Trial Attorney, U.S. Dept of Justice, Civil Rights Division, Disability Rights Section

Mr. Park said he was speaking in his capacity as facilitator of the 898 Panel's Subcommittee Two: Eliminate Waste, Fraud and Abuse.

Subcommittee had three recommendations (Recommendations 3-5 in the Recommendation list discussed in the 898 Panel's [Fourth Report to Congress](#)):

- Increase oversight and strengthen audit coverage within the program. [Recommendation 3]
 - As a means to Recommendation 3, subcommittee recommended that appropriations for the Commission's Oversight and Compliance Directorate and for the OIG should be gradually increased to allow these divisions to increase their staffing.
- Impose stricter requirements on NPAs for documentation and disability determinations. [Recommendation 4]
- Prohibit the use of the program fee for lobbying expenses. [Recommendation 5]
 - Subcommittee recommended legislative language to Congress to accomplish Recommendation 5.

Mr. Park's presentation focused principally on "Impose stricter requirements on NPAs for documentation and disability determinations" [[Recommendation 4](#)].

The subcommittee committee found (as [noted](#) in the report) that "determinations of individual eligibility for the AbilityOne Program were potentially affected by bias, and that NPA performance on JWOD Act requirements was difficult to evaluate due to poor or complicated data/record keeping and tracking of hours."

Subcommittee recommendations on this topic had both a process element and a substance element.

- Process:

-- Subcommittee originally urged that the Commission make any necessary revisions and then reissue its compliance manual. Commission decided instead to provide the necessary guidance through compliance policies, [available](#) on the Commission's website. Subcommittee had opportunity to review and provide comments.

- Substance:

-- Independence of the disability determination: Subcommittee recommended that policies make clear that disability determinations need to be made by independent medical professionals or other certifiers not affiliated with the NPA, to avoid conflicts of interest. One idea would be to accept determinations made by other state or government entities.

-- Made recommendations regarding frequency of updating and length of retention of documentation.

--- Also highlighted necessity of ensuring that Commission's compliance policies and regulations be harmonized with the statutory changes currently being discussed.

After Mr. Park concluded his remarks, Chairperson Koses and Commission Member Gabe Cazares thanked him and all the 898 Panel members for their work and energy.

At this and other points during the meeting, Ms. Feldblum emphasized the Commission's commitment to getting the kind of good data that will enable smart decisions.

X. Questions

Ms. Glaeser read a question from Matt Koch, CEO of Virginia Industries for the Blind, asking what the Commission thought about employees signing the IEE so that their active engagement in the process is documented.

- Ms. Feldblum said that this is precisely the kind of thing the Commission will be looking at, with the help of Commission's Office of General Counsel.

Ms. Glaeser read a comment by Charlotte Hammond, President of NCSE, noting that the topic of invisible disabilities deserves further discussion.

Ms. Glaeser read a comment by Christine Tripson suggesting that doctors may be resistant to specifying a person's limitations on documentation, for fear of stigmatizing the person.

Ms. Glaeser read a comment from James Kerlin urging Commission members to visit NPAs.

XI. Closing Remarks

In his closing remarks, Mr. Koses noted that NPA visits set up in connection with the 898 Panel had proved very beneficial.

Mr. Koses reiterated the Commission's interest in comments on its Draft Strategic Plan.

He emphasized that the Draft Strategic Plan includes performance measures related to support that NPAs need to support their workforce, and also with ways to make compliance visits more beneficial for the Commission and the NPAs.

- While the visits are called "compliance visits," they should be thought of as "compliance and assistance visits" since a key element is to help the NPAs be successful, he said.

He thanked presenters for their presentations and asked for suggestions for topics for future Commission meetings.

Mr. Koses adjourned the meeting at 2:55 p.m.

List of Attendees – February 10, 2022

Commission Members

Jeffrey Koses	U.S. General Services Administration (Chairperson)
Chai Feldblum	Private Citizen (Vice Chairperson)
Bryan Bashin	Private Citizen
Christina Brandt	Private Citizen
Gabe Cazares	Private Citizen
Jennifer Sheehy	U.S. Department of Labor/ODEP
Virna Winters	U.S. Department of Commerce

Commission Nominees

Angela Billups	U.S. Department of Veterans Affairs
John Cannaday	U.S. Department of the Air Force
Carol Dobak	U.S. Department of Education/RSA

Commission Staff

Aaron Ammons
Ramon Barreto
Francis Costello
Bradley Crain
Roslyn Edson
Benedict Fern
Irene Glaeser
George Govan
Karen Guile
Shelly Hammond
Brian Hoey
Steven Jones-Ellard
Mike Jurkowski
Martine Mewebo
Vrinda Nair
Marlin Paschal
Breck Richardson
Donald Rose
Joan Smith
Vannedra Smith
Amy Tao
Stephanie Watson
Julia Wiggins
Wakita Wilson
Kelvin Wood
Celia Wren
Janet Yandik
Kim Zeich

Office of Inspector General (OIG)

Steven Burke
Betty Durosier
Jessica Johnson
Stefania Pozzi Porter
Fritz Swartzbaugh
Rosario Torres

National Industries for the Blind (NIB)

Chuck Basa
Senetra Burgess
Keith Carroll
Timothy Dudley
Jason Endicott
Sonia Francis
Vivian Fridas
Robert Harris
Denise Harvey
Michelle Hobby
Kyna Kirkland
Mark Koester
Lakesha Larry
Thomas Mikrut
Andy Mueck
Laura Reimers
Dean Simmonds
Edgar Villarreal
Matthew Wieseler
Steven Brice
David Barrett
Scott Collins
Jim Davis
Annelie Eyre
Shelley Foust
Ryan Gold
Amy Gray
Laura Lecas
Joyce Rey
Anne-Marie Wallace
Richard Webster

Kevin A. Lynch

President and CEO

SourceAmerica

Leejay Acham
Lawrence Adkins
Rosario Aguilar
Michael Bender
Ryan Blackman
Steph Blake
John Bogasky
John Bonham
Lindsey Boyington
Catherine Chase
Theresa Chavez
Rod Conley
Howard Cooke, CFCM
Mike Daniels
Al Dawson
Diana Dougherty
Linda Feeney
Joe Foley
Vickie Fuller
Marshelle Gaspar
Micky Gazaway
Sunny Glorch
Gail Gordon
Carla Goulart
Angelo Grima
Jessica Hardy
Tom Hartigan
Thomas Hawkins
Corey Heritage
Cheryl Hogarth
Ransom Holliday
Ransom Holliday
Debbie Ignatz
Jill Johnson
Shane Kanady
Rajiv Lamichhane
John McBride
Jeffrey McCaw
Katie Missimer
Erica Moss
Stuart Muladore
Leslie Nelson
Greer Newman
Bill Payne
Denise Perka

David Piland
Stephen Plastino
Josh Prosser
Mickey Reyes
Derek Rogers
Karen Searles
Karen Stecher
Ellen Telander
Ricardo Terrazas
Jay Thomas
Heather Virasteh
Shari Walton
Nancy Yoder
Alicia Epstein
Sherese Wilson

Richard Belden, President and CEO
Norm Lorentz, Board Chair

Government Representatives

Veronica Alexander	U.S. Department of the Army
Alison Barkoff	Administration for Community Living
Dave Berthiaume	U.S. Department of Labor/ODEP
Trisha Castaneda	U.S. House Appropriations Committee
Angela Childs	Internal Revenue Service
Milbert Crossland	U.S. Department of Agriculture/ Rural Development
Daniel Davis	Administration for Community Living
Kimie Eacobacci	National Council on Disability
Millisa Gary	General Services Administration
Sania Khan	U.S. Department of Labor
Roxanne Lane	U.S. Department of Agriculture
Roxanne Moore	General Services Administration
Amy Nicholas	National Council on Disability
H. Justin Park	U.S. Department of Justice
Susan Pollack	U.S. Department of Defense/OSD
Dianna Price	U.S. Department of Agriculture
William Sproule	U.S. Department of the Air Force
Ashley Thompson	U.S. Department of Agriculture/ Forest Service
Karen Thornton	U.S. House of Representatives Armed Services Committee
Mark Voorhis	U.S. Department of the Air Force
Wendy Walker	Internal Revenue Service
Robert Warnick	Defense Logistics Agency
Michelle Warren	U.S. Department of Agriculture/OSDBU
Sheryl Welch	U.S. Department of Agriculture/FPAC
Amanda Werb	U.S. General Services Administration
Suzanne Winnard	U.S. General Services Administration

ASL Interpreters

Andrea Lochan
Michelle Balfe

Other Attendees

Glenn Adler	Service Employees International Union
Amy Anderson	East Texas Lighthouse for The Blind
John Angerer	ServiceSource
Peter Ash	The Lighthouse for the Blind
Suzanne Bakiewicz	Mozaic
Cheryl Bates-Harris	National Disability Rights Network
Borgi Beeler	MVW Services
Donovan Beitel	Alabama Industries for the Blind
Bedarius Bell, Jr.	Alabama Dept. of Rehabilitation Services
Richard Beutel	Cyrrus Analytics LLC
Sandra Black	Parent/Educator/Caregiver
Lauren Branch	NewView Oklahoma
Sydne Brito	Skookum
Ashlyn Bruce	ACHIEVE Human Services
Rob Burton	Crowell & Moring
Chris Butler	Goodwill Services
Marie Campanoli	Skookum
Jennifer Campbell	VersAbility Resources.
Carol Carr	ACHIEVE Human Services
Rachel Carver	Outlook Nebraska
Debra Chaiken	Aurora of Central New York
Leca Chapman Diehl	Transylvania Vocational Services
Rebecca Cheraquit	Melwood Horticultural Training Center
Julie Christensen	Association of People Supporting Employment First
John Connolly	InspiriTec
Cathy Cooke	Private citizen
Jewelyn Cosgrove	Melwood
Joe Cunningham	Goodwill of Colorado
Darone Dancy	Eastern Carolina Vocational Center, Inc.
Dennis Dapolito	ServiceSource
Jeff Dern	PRIDE Industries
Jenna Dhayer	The Lighthouse of Houston
Joseph Diaz	Didlake
Tami Dillon	Skills'kin
Joni Dorsett	Chimes
Teresa Downs	The Kennedy Center
Ellyn Drotzer	Lighthouse of Broward for the Blind & Visually Impaired
Amanda Elam	AVRE
John Ellzey	AVRE
Andrew Esterer	Challenge Unlimited

Kenny Fernald	AVRE
Deena Fetzter	ACHIEVE Human Services
Mary Flores	PRIDE Industries
Michael Geisler	The Lighthouse of Houston
John Gibbs	The Lighthouse for the Blind
Ann Gillmore	Peckham
Richard Gilmartin	Self-employed
Joshua Gould	Industries of the Blind
Jennifer Grazulewicz	Pride Industries
Kyle Gregg	Alabama Industries for the Blind
Karl Groninger	Melwood
Kasia Grzelkowski	VersAbility Resources
Charlotte Hammond	Challenge Unlimited
Shellena Heber	Valley Center for the Blind
Sally Henderson	Private Citizen
Leona Holloman	Horizon Industries
Emily Homer	Melwood Horticultural Training Center
David Horton	IFB Solutions
Alan Hubbard	NTI
John Huff	ServiceSource
Reggie Hughes	Palmetto Goodwill Services
Cyrus Huncharek	National Disability Rights Network
Stephen Huyck	Goodwill Services
James Johnson	Lighthouse for the Blind
Kyle Johnson	Lighthouse Works
Philip Kahn-Pauli	RespectAbility
Lori Kain	GCE
Jon Katz	Bestwork Industries for the Blind
Larysa Kautz	Melwood
Jennifer Kelley	Blind Enterprises f Oregon
John Kelly	
James Kerlin	Beyond Vision
Matt Koch	Virginia Industries for the Blind
Judy Koetter	Beacon Lighthouse
Christopher LaFollette	Arizona Industries for the Blind
Julio Lainez	NVG
Lisa Long	ServiceSource
Michele Love	Lions Volunteer Blind Industries
Reinhard Mabry	Alphapointe
Brenda Machuca	Clifton Larson Allen
Debbi McMahon	Challenge Unlimited
Kate McSweeny	ACCSES
Dean Marino	InspiriTec, Inc.
Rose Martin	Council of State Administrators of Vocational Rehabilitation
Traci Martin	Alabama Industries for the Blind
Megan Mason-Todd	Skookum Contract Services

Mark Maxin	American University
Jim Meehan	Austin Lighthouse
Sharon Mendy	Private Citizen
Diana Meza	ACHIEVE Human Services
Shannon Miles	Clovernook Center for the Blind
Leah Mills	DARS
Jeff Mittman	Bosma Enterprises
Timothy Moffatt	Lighthouse of Broward for the Blind & Visually Impaired
Afroze Mohammed	Virginia Tech
Leslie Montgomery	Blind & Vision Rehab Services
Raymond Montgomery	Bosma Enterprises
Philip Murph	Lions Services, Inc.
Kim Musheno	Autism Society of America
Lara Nagle	Virginia Tech
Yvette Nellans	TCH
Don Nelson	PRIDE Industries
Scott Nicolaus	The Lighthouse for the Blind
Steve Noyes	Clover Imaging Group
Avery Oden	NewView Oklahoma
Becky Ogle	Former Executive Director, Presidential Task Force on Employment of Adults with Disabilities
Tamara Owen	VIA
Brian Patchett	North Central Sight Services
Bruce Patterson	ServiceSource
Rachel Payne	Didlake
Becky Pelton	Challenge Unlimited
Melanie Peskoe	American Foundation for the Blind
Erika Petach	Blind & Vision Rehabilitation Services
Elizabeth Pezone	Respectability
Jon Porter	Porter Group
Marja Reed	Melwood Horticultural Training Center
Charles Richman	SCORE
Ted Rios	Alphapointe
Harris Rosensweig	iYellow Access
Brendan Ryan	Palmetto Goodwill Services
Christina Salinas	ACHIEVE Human Service
Amanda Sam	
Cheryl Sanders	SEKRI
Kara Sharman	East Texas Lighthouse for the Blind
Teri Shirk	Cincinnati Association for the Blind & Visually Impaired
Jennifer Simek	PRIDE Industries
Michele Smith	Inspiritec
Rashanna Smith	East Texas Lighthouse for the Blind
Kevin Sonntag	Dale Rogers Training Center
Laurie Staph	Keystone Vocational Services
Dennis Steiner	VisionCorps

Cindy Sterling	ServiceSource
Mindy Stevenson	NewView Oklahoma
Ashlie Strackbein	ServiceSource
Chris Stream	Ada S. McKinley Community Services
Colonel Robert Stuart	Lighthouse of Broward for the Blind & Visually Impaired
Eric Stueckrath	Outlook Nebraska
Jason Telander	VTC Enterprises
Pat Thomas	VA Industries for the Blind
Tracy Thompson	Goodwill Services
George Tobler	VisionCorps
Leona Towner	NEWSNATION
Jonathan Trapp	National Telecommuting Institute
Christine Tripson	Chimes
Duane Turnbull	Cottonwood Incorporated
Renee Vidrine	Lighthouse Louisiana
Francine Vonakis	CliftonLarsonAllen
Claire Walker	Beacon Lighthouse for the Blind
Tiffany Walker	San Antonio Lighthouse for the Blind and Vision Impaired
Laura Walling	Goodwill Industries International
Masumi Ward	NewView Oklahoma
Eric Warnhoff	Lighthouse for the Blind St. Louis
Cynthia Watson	San Antonio Lighthouse for the Blind
Dave Wells	West Texas Lighthouse for the blind
Dana Werner	Bosma Enterprises
Mary Joan Willard	NTI
Ann Willbanks	TCH
Daniel Williams	Lighthouse for the Blind of Houston
Shawn Wolfgram	GW Commercial Services
Karen Wong	Lanakila Pacific
Natalia Yu	ServiceSource
Kristina Zwick	Peckham