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”

- 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.
- 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 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 Casares  
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
Vanedra 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
Daron Daney  Eastern Carolina Vocational Center, Inc.
Dennis Dapolito  ServiceSource
Jeff Dern  PRIDE Industries
Jenna Dhayer  The Lighthouse of Houston
Joseph Diaz  Didlake
Tami Dillon  Skils'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 Fetzer  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
Shellen 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  SEKRI
Cheryl Sanders  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
<table>
<thead>
<tr>
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<td>Cindy Sterling</td>
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<td>Chimes</td>
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