



U.S. AbilityOne Commission Quarterly Public Meeting

July 22, 2026



Administrative Remarks

- This official meeting of the U.S. AbilityOne Commission is open to the public and is being recorded
- ASL interpreters are viewable by clicking the Interpreter button – live captioning is viewable by clicking the CC icon – both buttons are located at the bottom of the Zoom window
- The Zoom setting for public attendees today is listen-only
- The Chat Box is enabled for comments or questions
- Screen reading software users can silence Zoom alerts (including chats), if desired, by muting your computer audio and joining the meeting by phone
- Meeting materials can be found on www.abilityone.gov





Agenda

- Introductions
- Opening Remarks
- Executive Director Report
- Office of Inspector General Presentation
- BREAK
- Public Engagement Session
 - Innovation, Domestic Manufacturing, Pride and Patriotism
- Closing Remarks





Executive Director Report



Recent Actions and Outcomes

- Draft **Strategic Plan for 2026-2030** published on Regulations.gov for comments
 - Reminder: Public comment period ends **July 22, 2026**, at close of business
 - Listening Sessions with AbilityOne employees and/or other individuals with significant disabilities in August, then plan will be completed and issued before end of Fiscal Year
- Commission issued “**Contract Performance Accountability Policy for Quality Complaints**” (Policy 51.103), effective **October 1, 2026**
 - Sets forth or clarifies the Commission policy and procedures for receiving and remediating any complaints about the quality of products or services on the Procurement List
 - Advances strategic objective to drive value, efficiency, and accountability across the Program
 - Addresses open audit recommendation to provide written guidelines to AbilityOne network re: quality control to ensure successful contract performance





Recent Actions and Outcomes

- **Notice of Proposed Rulemaking (NPRM)** published for comments regarding the conditions for the use and collection of Program Fees, and updates to AbilityOne subcontracting regulations
 - Public comment period closed **June 22, 2026**, with 34 comments received
 - Next steps: Complete review and analysis of comments, make revisions to the draft rule accordingly, submit to OMB for interagency review, publish final Federal Register notice
- Onboarded **new Chief Information Officer (CIO)**
 - Completed initial 30-day assessment of IT service reliability, cybersecurity, PLIMS 2.0, customer needs, organizational capacity, and responsible use of data and artificial intelligence.
 - Identified immediate opportunity for IT to support the Efficiency Working Group by helping streamline Procurement List-related and other business processes, reduce unnecessary manual steps, and improve the use of data.





“Made in America by AbilityOne” Emphasis

- Updated homepage, launched “**Made in America by AbilityOne**” landing page
 - Focuses on AbilityOne employees engaged in manufacturing and highlights Procurement List products that exemplify domestic sourcing
- Convened **AbilityOne American Manufacturing Steering Group**
 - Core peer group of AbilityOne nonprofit contractors w/ extensive domestic manufacturing experience, Chaired by Commission member Jeff Mittman
 - Brings together the expertise and reach to identify best practices and share success stories designed to promote American manufacturing and increase jobs for individuals with disabilities
- Key theme of GSA-AbilityOne Supplier Roundtable in Washington, D.C.
- Senior leader tour of Blind Industries and Services of Maryland (BISM), observed manufacturing of Army Physical Fitness Uniform jackets, writing tablets, etc.





“Made in America by AbilityOne” Guidance

- **Commission Directive 26-02 issued May 1, 2026, effective July 1, 2026**
 - Builds upon Commission Directive 25-01, Strengthening and Ensuring Consistency of AbilityOne Program Compliance with Domestic Sourcing Laws (September 10, 2025).
 - Reiterates commitment to the **President’s America First Trade Policy** and implementation of **E.O. 14392**, Ensuring Truthful Advertising of Products Claiming to be Made in America.
- Formalizes Commission business process to validate Procurement List products
 - **All proposed additions of products, and all price change requests for products, must be accompanied by certification of domestic sourcing law compliance**
 - Leverages existing business processes and workflows through Central Nonprofit Agencies
 - Implementation period is one year from date of issue – while price changes follow a quarterly schedule, we encourage early submissions to expedite the certification process





U.S. AbilityOne Commission

Office of Inspector General



Carla Smith, Acting Inspector General
July 22, 2026





OIG Communications

Semiannual Report to Congress

- Provides information on all OIG activity during a 6-month period. The reporting period September 30, 2025, to March 31, 2026, has been posted on the OIG website.

Notice of Audit

- The OIG Audit division will begin its audit of CNA program fees this month. The notice of audit has been sent to the Commission and posted. It is anticipated that this will be an 8-10 months audit and findings will be made public the summer of 2027.





OIG Oversight – Audits & Evaluation

Mandatory Audits

- FY26 FSA financial statement audit began in May, and the report will be issued by the end of the fiscal year.

Discretionary

- Audit of Credit Card Purchases was completed and placed on the OIG website.





OIG Contact Information

AbilityOne Office of Inspector General

<https://abilityone.oversight.gov>

To submit a complaint to the OIG:

Please submit complaints using our Portal

<https://abilityone.oversight.gov/hotline>

You may also submit a complaint via our:

Toll Free Hotline Number: **1-844-496-1536** or

Email: **hotline@oig.abilityone.gov**





Break



Public Engagement Session

Innovation, Domestic Manufacturing, Pride and Patriotism



Speakers

- **Peckham Industries - Brett Linton, Senior Vice President of Manufacturing**
- **Fedcap - Steve Coons, President, Fedcap Rehabilitation Services, Inc.**
- **North Bay Industries - Doug Stairs, Vice President of Operations**
- **NewView Oklahoma - Lauren Branch, President and CEO**
- **VersAbility Resources - Kasia Grzelkowski, President and CEO**





Peckham Industries (video)



Fedcap



US AbilityOne Commission
Public Meeting

Fedcap Rehabilitation

July 22, 2026

#PowerOfPossible



This is the Power of Possible

Through a network of nonprofit affiliates and a footprint across the U.S., U.K., Canada, and Australia, Fedcap serves more than 332,000 people each year, including more than 200,000 in the United States. Across our four integrated practice areas – education, workforce development, health, and economic development – we deliver research-based solutions that open doors to economic mobility and well-being for barriered communities.



Our History & Impact

Nine decades of exemplary service

- In 1935, three wounded World War I veterans founded The Federation of the Handicapped and Disabled on the belief that work is the key to dignity, purpose, and independence.
- Facing the challenges of the Great Depression, they built an organization committed to proving that every individual, regardless of ability, deserved the opportunity to contribute meaningfully to society.
- Over the next decades, Fedcap has pioneered groundbreaking workforce and personal development programs that helped people with disabilities, and those who were homebound, achieve opportunity in the workplace and community.
- We also played a pivotal role in advancing landmark legislation such as the Javits-Wagner-O'Day Act of 1971, Rehabilitation Act of 1973, and the Americans with Disabilities Act of 1990, cementing its reputation as both a service provider and an advocate for systemic change.
- Fedcap Rehabilitation Services is a nonprofit leader in Total Facilities Management, Business Solutions & Manufacturing.
- Providing support services at numerous nationally recognized facilities across the United States.



**Over 900 client
workers employed in
2026, supported by the
various set-aside
programs**



United in a Shared Mission

Celebrating America 250

- AbilityOne is the nation's largest single provider of jobs for people who are blind or have other significant disabilities
- Founded in 1938 to tap America's underutilized workforce of individuals with disabilities to deliver essential products & services to Federal agencies in quality employment opportunities

**Under AbilityOne, Fedcap
Rehabilitation employs nearly 400
workers through SourceAmerica**



Our Trusted Partners through AbilityOne



U.S. Immigration
and Customs
Enforcement



Maintaining Our Nation's Most Iconic Sites



Maintaining Our Nation's Most Iconic Sites

Statue of Liberty National Monument

- Since 1998, Fedcap has provided all janitorial services at Ellis Island and Statue of Liberty
- Both Islands are visited by 4 million people annually
- 24-hour-7-day a week coverage including Special Events, Dignitary Visits and Emergency Services
- Personnel arrive by Government boats 364 days a year for three work shifts
- Current annual value: \$3.61 million
- 5-year contract value: \$19.155 million
- Staff of 27 people with disabilities
- Fedcap performs all janitorial services including window cleaning, Museum & Gallery display cleaning, pressure washing, metal refinishing and maintenance, trash removal, snow removal and readies areas after special events for visitors the following day



Fulfilling the American Dream: Fernando Santiago

- Fernando Santiago, employed by Fedcap since 2004
- Referred through VESID (now ACCES-VR)
- Completed Fedcap's Custodial Training Program
- Rose through the ranks from Custodian to Building Manager





Contact

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 @fedcapgroup

 FedcapGroup

 www.fedcapgroup.org





#PowerOfPossible



North Bay Industries

NORTH BAY INDUSTRIES



Prepared By:
North Bay Industries
649 Martin Avenue
Rohnert Park, CA 94928

North Bay Industries (NBI)

Introduction

- Mission: To assist adults with disabilities to become more productive, self-reliant members of their communities through participation in NBRS sponsored training, employment and housing programs.
- NBI has been in business since 1968
- NBI employs people with various disabilities
- NBI is CARF accredited and has received the maximum accreditation of 3 years since 1977

Description of Operations

NBI operates vocational programs in seven separate lines of business, they are:

Industrial Sewing

Grounds Maintenance

Custodial

Commercial Packaging

Food Service

Work Group Leasing

HUD Housing



Interment Flags



Manufacturing Capacity

- With current in-house equipment, we can manufacture 100,000+ Interment Flags per year
- NBI has manufactured approximately 2.5 million flags for Department of Veterans Affairs
- NBI has invested in new equipment and procedures in partnership with the SourceAmerica TAEP program



NBI Innovation and Training



NBI Innovation and Training

- All employees begin their training on the quality control tables. This way they understand the specifications and requirements that each sewing task requires.
- Individualized training to accommodate each employee's individualized needs.
- Focus is always on quality first; the quantity requirements of a specific task will follow when an acceptable quality standard is achieved.
- NBI uses Assistive Technology to increase employee's quality and productivity.
- NBI allows for continuous re-training and cross-training for all employees.



Environmentally Conscious

- NBI has a solar powered facility. All 339 solar panels installed are made in America and provide power to 5 American made inverters.
- LED lighting is installed throughout our facility.
- NBI invested in making non-mercerized cotton that meets or exceeds VA and Department of Heraldry standards.



NBI is a strong supporter of our troops, and we honor those who have served or are serving. NBI dedicates a wall to those who have served.

NBI also supports current service members and units by donating flags and providing tours of the manufacturing facilities.



Thank you from all the NBI employees who are proud to make the Interment flag for our Veterans and Veterans' families.





NewView Oklahoma

IT'S NOT WHAT
YOU CAN SEE,
IT'S WHAT YOU
CAN BE.



PRODUCTS WITH A PURPOSE



I never thought I'd say I help equip the Forest Service, but here I am. This job gives me purpose — and honestly, it proves that losing your vision doesn't mean you stop contributing to something bigger than yourself.

-Chris





Every chock I build helps keep our military aircraft safe on the ground. That's something I take a lot of pride in -- for my country and for NewView.

-Mitch





VersAbility Resources



Feeding the Fleet

VersAbility Resources: Strengthening U.S. Navy Mission Readiness

Kasia Grzelkowski, President/CEO, VersAbility Resources





MISSION-ESSENTIAL

Ship Provisioning for U.S. Navy

- VersAbility is the prime contractor for loading food on ships for the U.S. Navy.
- **National Security Starts With Food:** Mission-essential logistics support foundational to Navy readiness and global force projection.
- **Food is Fuel:** Provisioning drives operational capacity and morale.
- **No Job Too Small, No Ship Too Big:** We prepare all ships for deployment and provide food for the crew every time they are in port.

THE REACH

Every Ship. Every Time.



From Submarines to Aircraft Carriers

Every class of vessel provisioned



From Norfolk to Guam

Coast to coast, port to port
Naval Station Norfolk (VA)
Naval Base San Diego (CA)
Naval Station Pearl Harbor (HI)
Naval Station Mayport (FL)
Submarine Base Kings Bay (GA)
Submarine Base New London (CT)
Naval Base Kitsap (WA)
Naval Base Guam

One Contract. A National Network

Challenge Enterprises
Mayport and Kings Bay
CW Resources
New London
Northwest Center
Puget Sound
Pacific Ability Resources, Inc.
Guam

No job too small, no ship too big.

SourceAmerica®

THE SCOPE

Until the Last Ship Is Loaded.

4,372

Ships provisioned

62,000+

Pallets moved

2.9M+

Cases handled

208,000+

Labor hours

July 2025 to June 2026



NATIONAL SECURITY STARTS WITH FOOD

No Provisioning.
No Deployment.

*Ships do not leave the pier without
food for the full complement of the
crew.*

*The Navy cannot fulfill its mission unless people with
disabilities have done their job first.*



Fuel for the Fleet.

Operational capacity and morale, one case at a time.



Essential food support strengthens fleet readiness.



Purposeful work builds pride.

One mission. Shared purpose. Stronger morale.

THE PROCESS

Pier-to-Ship Provisioning

1

Stores arrive pier side

Pallets of food and supplies are staged at the pier ahead of a ship's departure.

2

Crew forms the line

VersAbility team members hand goods shore-to-ship, case by case, until the full order is aboard.

3

Stowed and verified

Everything is stowed and counted against the ship's manifest before the crew signs off.

4

Ships get underway

With provisioning complete, the vessel is cleared to leave the pier mission-ready.



IN THEIR OWN WORDS

Zane Sanford

VersAbility Resources | Norfolk Ship Provisioning Team

- Named a finalist for the SourceAmerica Evelyn Villines Award which honors outstanding leadership and advocacy among employees with disabilities across the AbilityOne network
- Advanced from General Laborer to Team Leader in ~16 months
- Represented VersAbility in Washington, D.C., advocating for the AbilityOne Program and disability employment opportunities nationwide
- Demonstrates leadership that advances workforce inclusion, mentorship, and opportunity

50+
Employees Led

1,000+
Navy Ships Supported

16
**Hearing-Impaired
Coworkers Supported**



The Navy depends on people with disabilities to fulfill its global mission.



People with disabilities are proud to fuel our fleet and play this essential role in supporting our nation.

VersAbility Resources | AbilityOne Federal Contractor | Hampton, VA





Public Discussion



Closing Remarks