

U.S. AbilityOne Commission
Minutes – Quarterly Public Meeting
Tuesday, October 25, 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 260 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, 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

There were no changes to the minutes from the virtual public meeting on July 21, 2022. Commission Vice Chairperson Chai Feldblum moved to approve the minutes. Commission private citizen member Gabe Cazares seconded. The motion passed.

III. Swearing-In of New Members

After providing background on AbilityOne for the benefit of attendees unfamiliar with the Commission and Program, Koses swore in new Commission members who had been [appointed by President Biden](#):

Matthew R. Beebe, Department of Defense
Angela Billups, Department of Veterans Affairs
Megan Dake, Department of the Army
Carol L. Dobak, Department of Education
Robert D. Hogue, Department of the Navy
Tara M. Jamison, Department of Justice
Malcom A. Shorter, Department of Agriculture

After swearing them in, and asking them to sign their affidavits, Koses congratulated the new members and opened the floor for their remarks.

Beebe said he had been active with the Commission and Program for some time and looked forward to expanded involvement.

Billups said AbilityOne had a noble mission, and she was glad to be a part of it.

Dake observed that the Army is a huge supporter and user of AbilityOne, and said she was glad on both a personal and professional level to be involved with the Commission.

Dobak said that under the leadership of Koses and Feldblum, the Commission has recently made progress improving employment for individuals with disabilities, and she looks forward to that progress continuing.

Hogue said he started his career as a civil rights attorney, and the opportunity now to work in the underrepresentation area is one of the things that attracts him to his Commission appointment.

Jamison said she was excited to join the Commission and looked forward to working hard to further its mission.

Shorter said the department he works in at USDA works closely with AbilityOne, and he's looking forward to being a member of the Commission.

IV. Recognition of New Executive Director and New Inspector General

Koses congratulated the Commission's new Executive Director, Kimberly Zeich, and new Inspector General, Stefania Pozzi Porter, on their new positions and their entry into the Senior Executive Service.

Zeich thanked the Commission members for entrusting her with the new responsibility, and also thanked the Commission staff and the AbilityOne workforce.

Porter thanked the Commission members and the IG team, and said she viewed her new role as an honor.

V. Chairperson Opening Remarks

Koses observed the importance of a recent milestone: the October 19, 2022, effective date of the 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.](#)"

He said the rule, the FY 2022-2026 Strategic Plan, and [Commission Policy 51.542](#) "Nonprofit Agency Use of AbilityOne Products in the Performance of AbilityOne Service Contracts" were all signs of progress for the Commission.

He observed that October is National Disability Employment Awareness Month (NDEAM), and that the 2022 NDEAM theme, "Disability: Part of the Equity Equation" recognizes the important role that people with disabilities play in a diverse and inclusive American workforce.

V. Executive Director Report

Summarizing key FY 2022 accomplishments, Zeich noted that the Commission:

- Issued a [FY 2022-2026 Strategic Plan](#).
- Completed a [rulemaking process](#) to end the payment of subminimum wages on AbilityOne contracts.

- Increased communication and transparency through virtual public meetings, a town hall and listening sessions; also leveraged AbilityOne.gov, Regulations.gov, and social media to raise awareness of Commission actions.
- Increased rate and rigor of FY 2022 compliance reviews; identified new focus areas and process improvements.
- Completed full cycle of Enterprise Risk Management planning and Management Internal Controls Plan.
- Maintained AbilityOne Procurement List with dozens of additions and deletions, thousands of price adjustments.
- Increased AbilityOne Representatives (ABORs) to 19 agencies; facilitated training and monthly meetings.
- Issued [Commission Policy 51.542](#), requiring AbilityOne service providers to consistently purchase and use AbilityOne products.
- Participated in whole-of-government initiatives to enhance DEIA (Diversity, Equity, Inclusion, and Accessibility) and support underserved communities.

She also looked ahead to [FY 2023 priorities](#) that align with the Commission’s strategic direction, including in Compliance (more technical assistance to NPAs, increased focus on contract performance focus, engaging with new NPA Compliance Council); IT modernization; and Commission staff alignment with the Strategic Plan and effective stewardship.

VI. Presentation by Inspector General

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

- 30 ongoing investigations
- Award received from Department of Justice
- Positive peer review report on audit organization
- Ongoing audits
- FY 2023 objectives

VII. Elimination of Subminimum Wages on AbilityOne Contracts: Update and Celebration

Chai Feldblum, Commission Vice Chairperson

After welcoming the new Commission members, she commented on the importance of Oct. 19, 2022 – the effective date of the Commission’s 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.](#)” This milestone sets a positive direction for further modernization of AbilityOne, she said.

She observed that, as noted in the text of the rule, the Commission estimated at the time of the rule’s publication that approximately 1,200 employees working on AbilityOne product contracts at approximately 24 nonprofit agencies (NPAs) were being paid less than less than Federal minimum wage, using 14(c) certificates. The Commission also estimated that approximately 770 employees working on AbilityOne service contracts were being paid at least the Federal minimum wage but less than the prevailing wage, using 14(c) certificates.

She said that when the Commission set the effective date of the regulation for October 19, 2022 – three months after publication of the final rule – the time frame seemed reasonable, given that the Commission had long called for NPAs to voluntarily phase out the use of 14(c).

However, she said, the Commission realized that some NPAs might feel the three-month time frame put employees’ jobs or benefits at risk, so the rule allowed NPAs to apply for an extension by September 19, 2022. Only a small number of NPAs requested such an extension.

Feldblum said many examples have shown that, with the right business model and job customization, employees with disabilities can be paid in a manner that reflects their worth.

Bryan Bashin, Commission private citizen member, and Bradley Crain, Commission Workforce Development Specialist

To help introduce the Panel of Employees, Bashin made remarks to put the Commission’s new rule in historical context:

“For observers like me, the long arc of disability liberation started maybe 250 years ago with the Enlightenment. And we should honor the context of that history in what we have done in the Commission today and this year.

“As a blind person myself, I note some of the moments in history, to put the actions of the final rule into perspective. In 1961, for instance – only then were blind people not excluded from Federal civil service. October 15, 1964 – President Lyndon Johnson signed the first [White Cane Safety Day proclamation](#), continuing to this day. April 28, 1977 –the [final rule for the 504 regulations](#) (was signed) into law after a magnificent protest that lasted more than a month. July 26, 1990 –...the enactment of the [Americans with Disabilities Act \(ADA\)](#). February 8, 2019 – the United States signed the [Marrakesh Treaty](#) for exchange of documents accessibly.

“And now, this noble date, October 19 – the final rule that we have been talking about. Together we have ended a practice that was hard to justify 20 years ago. Of course, you’ve heard that the final rule prohibits payments on contracts in the AbilityOne Program for Section 14(c) certificate holders.

“Today, 160 million Americans are employed at or above the minimum wage. Now we are sharing this wealth with the last few thousand or so Americans who have been excluded from that minimum wage. A great nation can afford to share its wealth with all of its citizens.

“For decades folks in this field said this could not be done. Now it is.

“The purpose of today’s panel is really to have a chance to have workers in the Program share their thoughts and experiences of moving from subminimum wage to new life at minimum wage or above. The Commission does understand that there is a range of experiences, and not all AbilityOne workers will have the same experiences as the people who will speak today. But still, we want to include real employees and their real experiences today.

“In preparation for this panel, I was moved to hear already how this change has affected people’s ability to buy new shoes or new clothes or go to the movies. This is the human element I am looking forward to hearing today.”

Bashin then introduced Bradley Crain, the Commission’s Workforce Development Specialist and moderator of the Panel of Employees. Crain introduced the panelists, noting that the panel was unrehearsed.

Panel of Employees

John Lemus, of AtWork!, in Washington State, recalled how as a high schooler he had his first AbilityOne job, pulling weeds at an Air Force base. He remembered having to undergo time studies every few weeks, and not understanding why he was being paid less than his sisters, who were earning minimum wage. Now his experience is much different: He is an advocacy manager for AtWork!, doing work that he loves and finds meaningful.

Tawana Freeman said she loves Melwood, in Maryland, where she has worked for 25 years. However, at the beginning of her career, she and her co-workers who at the time received subminimum wages found time trials to be hurtful, and struggled to make ends meet.

Marcus Jones talked about working at Michigan’s New Horizons Rehabilitation Services, and what his wages mean to him.

Bob Barnhart of Fontana Resources at Work, in California, said he is a custodian who works at a National Guard armory and, in his leisure time, is active in Special Olympics. He was paid subminimum wages from 2010 to 2018. Now he earns \$15.50/hour. The money he earns helps him pay his phone bill and allows him to spend money on his girlfriend.

Background on time studies: Feldblum explained the time studies referenced by several panelists. Section 14(c) of the Fair Labor Standards Act allows for payment of subminimum wages to people with disabilities. At the time of the Act’s passage, in 1938, people with disabilities were assumed to be less productive than others. The time studies purportedly assess how much less productive employees with disabilities are, compared to employees without

disabilities; those purported measurements can then be used to calculate how much less than minimum wage employees with disabilities are paid. Times studies are very stressful for those who have to undergo them, she said.

VIII. Strategic Plan Implementation

Feldblum gave an [overview of the FY 2022-2026 Strategic Plan](#) briefly discussing its four Strategic Objectives and, among other [highlights](#), its [definitions](#) of “good job” and “optimal job.”

Acting Deputy Executive Director Amy Jensen gave an overview of the Commission’s plan for [Strategic Plan Implementation](#).

She said Strategic Plan Implementation actions will include prioritizing the Plan’s strategic objectives and outcome goals, and establishing milestones, metrics and dashboards. Working groups will be created to address each of the Plan’s 28 performance measures.

Marlin Paschal, the Commission’s General Counsel, outlined three primary milestones:

- Policy and Regulatory Overhaul
 - Update current compliance policy to focus on technical assistance, Commission oversight, and customer satisfaction
 - Notice of Proposed Rulemaking (NPRM) and final rule for competitive allocations (i.e., enhancing competition in the AbilityOne Program).
- Good and Optimal Jobs
 - Requests for Information (RFIs) to NPAs, industry, and Federal customers, to get data to better refine policies and regulations in order to achieve Strategic Plan goals
 - Use pilot tests to find out what works and what doesn’t in areas of job integration and competition
- Modernizing the Cooperative Agreements to ensure that Program’s strategic direction is synchronized with what is happening on the ground

Feldblum re-emphasized that there are a lot of performance measurements in the Strategic Plan, and that the Commission will hold itself accountable.

IX: Public Engagement: Cooperative Agreements

Koses said that the Commission had [invited](#) public comments or suggestions regarding the scope, requirements, and metrics for the next generation of Cooperative Agreements between the Commission and its designated Central Nonprofit Agencies (CNAs).

Background about the Cooperative Agreements

Shelly Hammond, the Commission’s Director of Contracting and Policy, provided some background on the Cooperative Agreements. The agreements include:

- Tools such as the Quality Assurance Surveillance Plan (QASP), which include performance metrics and ratings.
- A schedule for the delivery of CNA reports to the Commission.

The agreements and QASP provide a process for aligning the Program Fee Ceilings with performance and oversight. (The Program Fee was previously called the “CNA Fee.”).

Next-Generation Cooperative Agreements

Paschal, the Commission’s General Counsel, said the Commission would align the next-generation Cooperative Agreements with the vision of the FY 2022-2026 Strategic Plan. The Commission will still be primarily responsible for planning the direction of the Program and providing for oversight; but the CNAs will be essential partners to ensure that the Strategic Plan is realized.

He said the next-generation agreements will:

- Define clear lines of responsibility, but also reflect the Commission and CNAs’ shared commitment to where the Program is going.
- Include modified performance measures. The focus will be less on the quantity of jobs created and more on the quality of those jobs.
- Include refined deliverables. The goal going forward will be to reduce the burden of deliverables when that makes sense, but also create deliverables more germane to measuring the effectiveness of the Strategic Plan.

Cynthia Watson, President & CEO, San Antonio Lighthouse for the Blind and Vision Impaired

As a blind person herself, she said, she has benefited professionally from AbilityOne and from innovative NIB programs, and has seen how AbilityOne transforms lives.

With regard to the Cooperative Agreements, she said:

- Creating knowledge-based employment within the Program will help AbilityOne serve a full range of constituencies.
- She suggests using the Cooperative Agreements to establish pilot programs. Having to establish past performance can be a hurdle to diversifying products and services, and pilots can be helpful in this regard, she said.
- Enforcement of the mandatory source: She suggests that the Cooperative Agreements outline the roles and responsibilities of Commission and both CNAs to ensure the mandatory source requirement is adhered to.
- Technical compliance: She recommends clear roles and responsibilities in the area of technical compliance, and also recommends the elimination of redundancies where there is already oversight, for instance from the Occupational Safety and Health Administration.

Koses asked her to clarify what she was recommending with regard to pilot programs. She said she recommended leveraging the Cooperative Agreements, the ABORs program, and CNA capabilities to develop new and innovative pilot programs.

Bonita Miner, Senior Procurement Analyst, U.S. Army; Army ABOR

She said the Army has established ABORs and alternate ABORs. Army ABORs have discussed the perceptions around AbilityOne and competition.

Competition is not to penalize any CNA or NPA: It is to improve the procurement process, customer service and customer satisfaction; ensure CNAs and NPAs are being innovative, implement the latest technology and avoid becoming stagnant; and ensure best value. Other goals are to include more NPAs, give those without past performance an equal footing in competition, increase diversity and subcontracting opportunities, and have CNAs provide training to new NPAs and provide assistance to current ones.

Many Army commands are experiencing budget constraints. If it is not possible to obtain services within those constraints, the commands may turn to other options.

Koses asked Miner to explain what is meant by “best value” and why it isn’t the same as lowest price. She said looking at “best value” may mean looking at qualifications, technical issues, QASP, management, past performance, and social impact. He said that was an important point.

Kimberly Knackstedt, Senior Fellow and Co-Director of The Century Foundation’s Disability Economic Justice Collaborative

She pointed out that there is a persistent link between poverty and disability. She applauded the Commission for its rule ending payment of subminimum wages on AbilityOne contracts.

She noted the very limited statutory authority regarding CNAs and encouraged the Commission to consider that anything outside the bounds of current process can be addressed through the Commission's policy changes and the regulatory process.

She said it is not a failure of the Program if a worker begins with an NPA and leaves for employment outside AbilityOne. It is good for NPAs to offer something to the community.

She suggests that a strong improvement to the Cooperative Agreements would be to shift the CNA focus to more of a technical assistance model. Technical assistance can be focused on supported and customized employment, but can also look outward to help NPAs engage with the local workforce and develop career ladders. It can also help NPAs with improving DEIA.

Koses asked if, as the Commission thinks about legislative reforms, Knackstedt would recommend viewing the limited statutory language about the CNAs as an opportunity. She said yes.

Feldblum said she'd be interested in hearing what responsibilities Knackstedt thought the Commission might take back from the CNAs, and how that would tally with the Commission's current resources. Knackstedt said she'd be happy to send follow-up thoughts, and observed that since the Program has changed a good deal in recent years, a reset might not be a bad idea.

John Lemus, Advocacy Manager, AtWork!

He said the Commission should require CNAs to have people with disabilities on their boards, as people with disabilities can be integral to helping AbilityOne transform to be a program where people learn skills that will enable them to seek competitive integrated employment.

Feldblum asked Zeich and Paschal if there was already a requirement for CNAs to have people with disabilities on their boards. Zeich said yes.

Bashin said NIB had seen an increase in blind CEOs. He said it would be worth getting a baseline on the demographics of not only CEOs but board members and board chairs.

Commission private citizen member Chris Brandt said broad representation was important, because often people with intellectual and developmental disabilities are not represented.

Dennis Edwards, CEO of Rising Star Resource Development Corporation

He said the AbilityOne Program is overdue in implementing an NPA recommendation process that is inclusive of small NPAs. The cooperative agreements should include an instrument for equitable (and non-subjective) distribution of NPA recommendations, he said.

He proposes a special consideration/set aside for small NPAs. Additionally, he said, the NPA evaluation panel and the recommendation authority should not be one and the same.

He also recommended incorporating a mentor-protégé system in AbilityOne.

Koses asked Edwards for a definition of “small.” Edwards said there was no specific definition in the Program that he knew of, and that “small” could refer either to revenue or FTEs, but that one definition might be AbilityOne revenue between \$7 and \$10 million.

Feldblum asked about Rising Star. Edwards said it has about 6 AbilityOne service contracts, mostly janitorial; a total employee count of about 88; and about 11 AbilityOne employees.

Katie Griffin, of Defense Manpower Data Center

She suggests the cooperative agreements include language about communications and training and the roles and responsibilities of the CNAs.

When her agency started working with AbilityOne, people at her agency didn’t understand the role of the CNAs. Understanding that role earlier on would have been helpful.

With regard to new lines of business in knowledge-based jobs: The CNAs may need specialized skills or areas of expertise in order to oversee contract performance. That expertise needs to be in place from the get-go, as it is too late to acquire it once problems arise.

Griffin stressed the importance of establishing milestones and measures upfront and having clear processes for dealing with challenges. The procedures for addressing challenges with commercial contracts do not translate to AbilityOne contracts, Griffin said, so contracting officers need training on AbilityOne.

Feldblum said the Commission needs to think strategically about the resources and expertise needed to ensure contract performance.

Kelsey Kilen, Vice President of Communications, Skookum

She said the current cooperative agreements have too little to say about the CNAs' role in ensuring excellent contract performance. She and her Skookum colleagues suggest that the role be more clearly defined. In particular, they recommend that the cooperative agreements incorporate a meaningful contract performance early warning system.

Koses asked if she could suggest a couple of specific things the CNAs could do to ensure performance. Kilen suggested that a task force that draws from Commission and SourceAmerica staff could look at the Contractor Performance Assessment Reporting System (CPARS).

Krista Milhofer, Program Administrator, People First of Washington

She commended the Commission's rule and said it is important that the Federal government keep up with, or ideally build upon, the expectations of the disability rights community.

Zeich read a comment in the chat from TASH's Allan Bergman, who encouraged the Commission to consider using language stating that all persons with disabilities, regardless of the intensity of the supports they need, must be afforded informed choice and supports to explore competitive, integrated employment and career advancement.

X. Concluding Remarks

Asked by Koses for any concluding remarks, Feldblum stressed that the Commission sees the current strategic direction for AbilityOne as a collaborative effort with all stakeholders.

Koses encouraged attendees to send ideas for topics for the public engagement sections of future public meetings. He concluded the meeting, thanking all who had shared ideas.

List of Attendees – October 25, 2022

Commission Members

Bryan Bashin
Matthew Beebe
Angela Billups
Chris Brandt
Gabe Cazares
Megan Dake
Carol Dobak
Chai Feldblum
Robert Hogue
Tara Jamison
Jeffrey Koses
Jennifer Sheehy
Malcom Shorter

Commission Staff

Aaron Ammons
Bradley Crain
George Govan
Karen Guile
Shelly Hammond
Brian Hoey
Amy Jensen
Steven Jones-Ellard
Mike Jurkowski
John Konst
Marlin Paschal
Breck Richardson
Donald Rose
Betty Joan Smith
Amy Tao
Wakita Wilson
Kel Wood
Celia Wren
Janet Yandik
Kimberly Zeich

Office of Inspector General (OIG)

Betty Durosier
Stefania Pozzo Porter
Jessica Johnson
Fritz Swartzbaugh
Rosario Torres
Lina Younes

ASL Interpreters

Janell Bruneau
Debra Stiles

CART Captioning (Birnbaum Interpreting Services)

Francisco Philibert

National Industries for the Blind (NIB)

Steve Brice
Senetra Burgess
Kevin Campbell
Annelie Eyre
Shelley Foust
Vivian Fridas
Amy Gray
Robert Harris
Angela Hartley
Paul Healy
Aneta Jordan
Lakesha Larry
Luis Lebron
Kevin Lynch
Thomas Mikrut
Charles Mitchell
Ellen Najjar
Joyce Rey
Rick Webster
Matthew Wieseler

Kevin A. Lynch President and CEO

SourceAmerica

Leejay Acham
William Adkins
Rosario M. Aguilar

Ryan Blackman
Steph Blake
John Bonham
Margie Boyd
Lindsey Boyington
Michelle Brownlee
Mike Caldrone
John Carmichael
Catherine Chase
Theresa Chavez
Rio Childs
Charnel Coleman-Butler
Howard Cooke
Al Dawson
Mary DePrang
David Eifert
Alicia Epstein
Nidia Escobar
Joe Foley
Magdalena Garcia
Marshelle Gaspar
Micky Gazaway
Angelo Grima
Jessica Hardy
Tom Hartigan
Katelynn Haas
Thomas Hawkins
Corey Heritage
Barry Howard
Debbie Ignatz
Jill Johnson
Amanda King
Stacey Locke
Jennifer Mascola
Jeffrey McCaw
Vicki Middleton
Leslie Nelson
Jessica Ortega
Alicia Pagan
Denise Perka
Michelle Phillips
David Piland
Stephen Plastino

Chris Reger
Mickey Reyes
Karen Searles
Ellen Telander
Ricardo Terrazas
Laurie Tolson
Wes Tyler
Heather Virasteh
Shari Walton
Nancy Yoder

Richard Belden President and CEO

Federal Government Representatives

Helen Applewhaite	Department of Labor (Wage and Hour Division)
Dave Berthiaume	Department of Labor
Tamara Davis	Department of the Navy (retired)
Millisa Gary	General Services Administration
Katie Griffin	Defense Manpower Data Center
Roxanne Lane	Department of Agriculture
Sherelle Lockhart	Department of the Navy
David Mank	Office of Disability Employment Policy
Kiersten Mathews	General Services Administration
Jennifer Mathis	Department of Justice
Bonita Miner	Department of the Army
Melisa Mosley	Army Corps of Engineers
Susan Pollack	Department of Defense
James Rankin	Army Installation Management Command
Robert Warnick	Defense Logistics Agency
Amanda Werb	General Services Administration
Brian Williams	SAF/AQC
Hope Williams	White House/Office of Presidential Personnel
Jennifer Young	Department of Education
Eliana Zavala	Office of Management and Budget

Other Attendees

Anita Aaron	California Agencies for the Blind and Visually Impaired
Bob Barnhart	Fontana Resources at Work
Keith Barr	MSC Industrial Supply
Susie Barragate	Vocational Guidance Services
Borgi Beeler	MVW Services, Inc.

Allan Bergman	TASH
Mira Bhattacharya	National Disability Institute (NDI)
Michael Brogioli	TASH
Dee Budgewater	Lighthouse Louisiana
Jennifer Campbell	VersAbility Resources
Debra Chaiken	Aurora of Central New York
Reagan Chaney	Melwood
Nanette Cohen	JCFS Chicago
Allen Connely	Mozaic
Andrew Cooke	PCSI
Cathy Cooke	
Ashlee Cooper	Opportunity Village
Gerard Cotter	PSP
Michael Dake	
Darone Dancy	Eastern Carolina Vocational Center
Dennis Dapolito	ServiceSource
Jenna Dhayer	The Lighthouse of Houston
Joseph Diaz	Didlake
Leca Chapman Diehl	Transylvania Vocational Services
Jeff Dolven	Skookum
Dennis Edwards	Rising Star Resource Development Corporation
Tom England	Alphapointe
Tonia Ferguson	CSAVR
Kenny Fernald	AVRE
Tawana Freeman	Melwood
Christina Garvin	Palmetto Goodwill Services
Ann Gillmore	Peckham
Debbie Gilmer	Syntiro
Rick Gonzalez	ORC Industries
Joshua Gould	Industries of the Blind
Kasia Grzelkowski	VersAbility Resources
Heather McKenzie Haddock	Louisiana Association for the Blind
Charlotte A. Hammond	Challenge Unlimited
Jeffrey Hawting	Jeffrey Hawting Consulting, LLC
Sally Henderson	
Debra Holman	D&D Enterprises
Virginia Hopkins	Jewish Child and Family Services
David Horton	IFB Solutions
Reginald Hughes	Palmetto Goodwill Services
Scott Iverson	ORC Industries
Ian Jaquiss	Relay Resources
Kyle Johnson	Lighthouse Works
Marcus Jones	New Horizons Rehabilitation Services

Lori Kain	GCE
Jon Katz	Bestwork Industries for the Blind
Dan Kelly	IFB Solutions
John Kelly	PCSI
Jim Kerlin	Beyond Vision
Kelsey Kilen	Skookum
Jennifer King	AVRE- Binghamton
Kimberly Knackstedt	The Century Foundation
Matt Koch	Virginia Industries for the Blind
Judy Koetter	Beacon Lighthouse
Jon Krieger	Peckham
Nancy Kurtenbach	Outlook Nebraska
Chris LaFollette	Arizona Industries for the Blind
Laura Lamb	Vocational Guidance Services
CJ Lange	IBVI
Susan Lautenbacher	Lark Enterprises
Barbara LeDuc	Opportunities, Inc.
John Lemus	AtWork!
Blake Lohnes	Outlook Nebraska
Kelly McCurdy	
Dylan McDonnell	Columbus Community Center
Susan McGrath	BAC
Megan Mason-Todd	Skookum
Justin Maxwell	People First
Jim Meehan	Austin Lighthouse
Brent Mikulski	STEP
Krista Milhofer	People First of Washington
Jeff Mittman	Bosma Enterprises/NAEPB
Charles Moffat	RPG
Tiffini Mueller	Relay Resources
Jim Murdaugh	3M
Philip Murph	Lions Services, Inc.
Steve Noyes	Clover Imaging Group
Holly O'Donnell	Bazelon Center for Mental Health Law
Becky Ogle	NTI
Lise Pace	Bosma Enterprises
Rachel Payne	Didlake
Jon Porter	Porter Group
Matthew Putts	ACCSES NJ
Jim Quigg	SOAR365
Charles Richman	SCORE
Alta Rodriguez	SEC
Jack Rose	A1

Cheryl Sanders	SEKRI
Sheila Sandford	
Peri Schmerbeck	Palmetto Goodwill Services
Jennifer Simek	PRIDE Industries
Rachita Singh	AAPD
Jo Sinha	Peckham
Sharon Smith	WORK Inc.
Dillon Snider	Palmetto Goodwill Services
David Steinmetz	Arizona Industries for the Blind
Chris Stewart	
Thomas Stewart	Chimes
Ashlie Strackbein	ServiceSource
Chris Stream	Ada S. McKinley Community Services
Jeanette Tejada de Gomez	G.S. Proctor & Associates
Joi Terry	Palmetto Goodwill Services
Duane Turnbull	Cottonwood Incorporated
Lorianne Walker	Curley Company
Laura Walling	Goodwill Industries International
Michael Warden	
Cynthia Watson	San Antonio Lighthouse for the Blind
Dana Werner	Bosma Enterprises
John Wiggins	Palmetto Goodwill Services
MJ Willard	NTI
Sheila Williams	Palmetto Goodwill Services
Justin Young	National Federation of the Blind
Rob Ziegler	Skookum Contract Services
Kristina Zwick	Peckham