



ACQUISITION  
AND SUSTAINMENT

## OFFICE OF THE UNDER SECRETARY OF DEFENSE

3000 DEFENSE PENTAGON  
WASHINGTON, DC 20301-3000

MEMORANDUM FOR COMMANDER, UNITED STATES CYBER  
COMMAND (ATTN: ACQUISITION EXECUTIVE)  
COMMANDER, UNITED STATES SPECIAL OPERATIONS  
COMMAND (ATTN: ACQUISITION EXECUTIVE)  
COMMANDER, UNITED STATES TRANSPORTATION  
COMMAND (ATTN: ACQUISITION EXECUTIVE)  
DEPUTY ASSISTANT SECRETARY OF THE ARMY  
(PROCUREMENT)  
DEPUTY ASSISTANT SECRETARY OF THE NAVY  
(PROCUREMENT)  
DEPUTY ASSISTANT SECRETARY OF THE AIR FORCE  
(CONTRACTING)  
DEFENSE AGENCY AND DOD FIELD ACTIVITY DIRECTORS

SUBJECT: 2023 National Disability Employment Awareness Month Observance and the  
AbilityOne® Program

Each October, the United States observes National Disability Employment Awareness Month (NDEAM) by honoring workers with disabilities who help keep our Nation's economy strong. This year's observance also marks the 50th anniversary since the passage of the Rehabilitation Act of 1973. This law prohibits discrimination based on disability in programs conducted and funded by the Federal government, including Federal employment.

This year's Federal theme is "Advancing Access and Equity," which emphasizes the importance of ensuring that people with disabilities have equal opportunities to prepare for and succeed in employment. The Department of Defense (DoD) demonstrates its proponentcy for providing employment opportunities for people with disabilities by supporting the AbilityOne Program.

The AbilityOne Program is the largest source of employment for individuals who are blind or have significant disabilities. The DoD contracting workforce supports the AbilityOne employment mission by procuring products and services in compliance with the Federal Acquisition Regulation (FAR) subpart 8.7, Acquisition from Nonprofit Agencies Employing People Who Are Blind or Severely Disabled, and by purchases in the AbilityOne Base Supply Centers. The Department continues to be the lead customer of the Program, procuring approximately \$2.5 billion of AbilityOne products and services in FY 2023.

DoD senior leaders and contracting workforce are critical to expanding business with the AbilityOne Program, and there are numerous ways to support the Program.

- The DoD Components listed herein have at least one AbilityOne Representative (ABOR), an advocate who educates their agencies about the AbilityOne Program and helps acquisition teams identify new product lines and services for the AbilityOne Procurement List. Since its formation two years ago, the ABOR Program has helped increase contract obligations to the AbilityOne Program by \$125 million. I encourage engagement with the applicable ABOR on how your organization can expand business with the AbilityOne Program.
- Defense Acquisition University (DAU) has created numerous ways to learn about and engage with the AbilityOne Program. The Continuous Learning Module 023, “DAU AbilityOne Training,” introduces the AbilityOne Program to contracting professionals at all stages of their careers. DAU also collaborated with my office, the U.S. AbilityOne Program, SourceAmerica, and the National Industries for the Blind to conduct a quarterly webinar series. The previous AbilityOne webinars may be viewed at DAU’s event webpage at <https://www.dau.edu/events>.
- As prescribed in FAR 8.005, contracting personnel shall insert clause 52.208-9, Contractor Use of Mandatory Sources of Supply and Services, in solicitations and contracts requiring contractors to provide supplies or services for Government use on the AbilityOne Procurement List.
- Contracting personnel should review solicitation and contract documents as required by FAR subpart 39.2, Information and Communication Technology (ICT), which implements section 508 of the Rehabilitation Act of 1973, to confirm that section 508 accessibility standards are appropriately considered and clearly stated in ICT acquisitions.
- The Procurement List includes a DoD Contract Management Support (CMS) Services contract, HQ0034-21-D-0011, for administrative contract closeout efforts. The CMS Services Program provides comprehensive contract closeout services to assist DoD customers in meeting the requirements of FAR Subpart 4.8, Government Contract Files, to deobligate excess funds, reduce their administrative burden, and achieve financial audit readiness. According to AbilityOne.gov, since its inception, the Program has returned more than \$1 billion to the Federal Government, earned an accuracy rating of over 99%, and created 183 new positions for people who are blind or who have significant disabilities, including 27 wounded warriors or service-disabled veterans. Find more information and a point of contact on the CMS Services Program at [https://www.abilityone.gov/procurement\\_list/services\\_cms\\_services.html](https://www.abilityone.gov/procurement_list/services_cms_services.html).

I want to recognize the following individuals for their exceptional leadership and management of DoD AbilityOne Programs:

- ABOR Program
  - Department of the Air Force
    - Mr. William Sproule
    - Mr. Roger Westermeyer
    - Mr. James Anderson
    - Mr. David Bethany
  - Department of the Army
    - Mr. John Courtis
  - Department of the Navy
    - Mr. Mark Bennington
    - Ms. Cindy Readal
    - Mr. Steven Forster
  - Defense Counterintelligence and Security Agency
    - Mr. Donald Jones
  - Defense Health Agency
    - Ms. Linda Walker
  - Defense Logistics Agency
    - Mr. Timothy Stark
    - Mr. Robert Warnick
  - Missile Defense Agency
    - Ms. Shirlee Madeloff
    - Mr. Steven McDonald
- CMS Services Contract
  - Defense Contract Management Agency
    - Ms. Pamela Talbott
    - Mr. David Seay
    - Ms. Nicole Schrinel
  - Washington Headquarters Service
    - Mr. Lamar Walker
    - Ms. Stevie Krekelberg
    - Ms. Diane Clarke
    - Mr. Matthew Largo

The observance of NDEAM is the perfect time to express my appreciation for the DoD contracting workforce and ABORs for their diligence and innovation in creating new collaborations and contracts with the AbilityOne Program. Through our team effort, the AbilityOne Program will continue to grow, resulting in employment for more individuals who are blind or have significant disabilities, and ensure that the AbilityOne workforce has equal opportunities to prepare for and succeed in employment while contributing to the defense mission.

My senior staff lead for AbilityOne procurement policy is Ms. Susan Pollack, [osd.pentagon.ousd-a-s.mbx.asda-dp-c-contractpolicy@mail.mil](mailto:osd.pentagon.ousd-a-s.mbx.asda-dp-c-contractpolicy@mail.mil).

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Defense Pricing and Contracting