OUR PEOPLE

ABILITYONE PROGRAM | ANNUAL REPORT 2013

Creating employment opportunities for people who are blind or have significant disabilities
We know that equality of individual ability has never existed and never will, but we do insist that equality of opportunity still must be sought.”

— Franklin D. Roosevelt

OUR PEOPLE

Dear Friends:
The U.S. AbilityOne Commission* is pleased to present you with the FY2013 AbilityOne® Program Annual Report. This report concludes the AbilityOne Program’s 75th anniversary campaign AbilityOne: It Works! The year-long campaign commemorated the passage and expansion of the Javits-Wagner-O’Day Act in 1938 and 1971. This historic legislation — named after its progressive founders* — led to the creation of what is known today as the AbilityOne Program.

OUR PROGRAM’S HISTORY PARALLELS OUR NATION’S HISTORY
Seventy-five years ago we began with 150 people who were blind manufacturing mops, brooms, and pillow cases. By the end of 1939, people who were blind manufacturing mops, brooms, and pillow cases. By the end of 1939, people who were blind manufacturing mops, brooms, and pillow cases. By the end of 1939, people who were blindness products and services to Federal customers. These products and services include office supplies, military uniforms and contract closeout services generating nearly $3 billion in sales and creating almost 50,000 jobs right here in America for people who are blind or have significant disabilities.

This report contains a cross-section of AbilityOne employee success stories and statistical data, as well as a timeline — also available online at abilityone.gov/75/— of program accomplishments and milestones. Our story spans decades of major American events including the waning years of the Great Depression, World War II, the Korean conflict, the Civil Rights Movement, and Vietnam. More recently, AbilityOne employees extended support to our nation following the events of 9/11, through Desert Storm to Operation Enduring Freedom, and in response to natural disasters such as Hurricane Katrina. Our people are a part of the fabric that makes our country great.

REINVENTION, ADAPTATION, INNOVATION
Throughout AbilityOne’s history our focus has been on the people we serve. As times have changed, AbilityOne has evolved to fulfill its mission by:
• Creating more diverse jobs and career paths for people who are blind or have significant disabilities
• Developing the products and services of tomorrow to fulfill projected government needs
• Protecting the environment, outfitting the warfighter, and enabling the Federal Government to run smoothly and efficiently
• Applying new technologies to match its mission

TURNING PHILOSOPHY INTO REALITY
AbilityOne is simply about people...who happen to be blind or have a significant disability. Our aim is to correct costly misperceptions about one’s inability to work based solely on disability, break down physical and attitudinal barriers to employment, create jobs, and translate people-first language into people-first practice. In keeping with that spirit, the theme of this year’s annual report is OUR PEOPLE and is structured around three dynamic words — Equip, Empower, Employ.

MEET THE PEOPLE
Twelve AbilityOne employees serve as the true centerpiece of this report. Each of them clearly demonstrates what people who are blind or who have significant disabilities can do when provided reasonable accommodations and the opportunity to work.

They have generously allowed us to share their success stories with you.

THE CHALLENGES AHEAD
To remain relevant in the months and years to come, we must:
• Anticipate and accommodate changes in the marketplace
• Take the lead in accommodation, accessibility, and compliance
• Educate our customers, advocates, and supporters about AbilityOne
• Provide the highest quality products and services at fair market prices
• Maintain the highest ethical standards in the administration of the AbilityOne Program

We can do no less for our people.

Will you join us?

Sincerely,

Jim Kesteloot
Chairperson

Tina Ballard
CEO

SELECTED BY OFFICE OF FEDERAL CONTRACTS COMMISSIONER AWARD RECIPIENTS

Kathy Bean | Homer Sparks | Cindy Carter | Carol Evans | Sarita Martin | Nathan Burtch | Harry Staley | Charles Ellis | Stephanie Davis | Tony Poleo Chairperson

FY2013 ANNUAL REPORT  ::  WWW.ABILITYONE.GOV


FY2013 HIGHLIGHTS

FY2013 ANNUAL REPORT  ::  WWW.ABILITYONE.GOV

75TH ANNIVERSARY OUTREACH CAMPAIGN
The U.S. AbilityOne Commission® launched a year-long campaign recognizing the program’s 75th anniversary and its original founding legislation, the Wagner-O’Day Act of 1938. The campaign reached more than 12.5 million people and created greater awareness for AbilityOne®.

Campaign elements included an anniversary logo and microsite, and daily social media posts which chronicled success stories of people who are blind or have significant disabilities. Commemorative issues of AbilityOne magazine and GSA MarkeTips rounded out the campaign.

By the end of the campaign, the average daily number of people who read AbilityOne messaging topped 14,000, daily visits to the Commission’s website increased 45 percent over the prior year, and AbilityOne Facebook fans exceeded 11,000.

CONTRACT MANAGEMENT SUPPORT PROGRAM
Since its launch in 2009, the program has identified nearly $534 million for Federal Government customers to recoup; more than 140,000 ready-to-close contracts; achieved an accuracy rate of higher than 99 percent; and created 135 new positions for people who are blind or have significant disabilities, including 27 wounded warriors or disabled veterans.

In FY2013, the Chicago Lighthouse for People Who Are Blind or Visually Impaired, an AbilityOne authorized provider, completed its first non-Department of Defense CMS contract. ServiceSource, an AbilityOne authorized provider employing people with significant disabilities, also launched CMS closeout services for the Architect of the Capitol in Washington, D.C.

NEW BASE SUPPLY CENTERS
The AbilityOne Base Supply Center network grew to 310 sites on military bases and in government offices nationwide with the addition of four new retail locations: Barnes Federal Building, Boston, Mass.; operated by Industries for the Blind – Milwaukee; Keesler Air Force Base, Biloxi, Miss.; operated by LC Industries; Office of Naval Intelligence, Suitland, Md., operated by the Lighthouse for People Who Are Blind or Visually Impaired.

The new Base Supply Centers created new retail positions for people who are blind.

REHABILITATION ENGINEERS

NIB rehabilitation engineers completed 80 visits to 25 different nonprofit agencies to make accommodations for employees. For example, engineers modified a mailroom press to accommodate employees who are blind at the West Texas Lighthouse for the Blind, an AbilityOne authorized provider. Before the modification, sighted employees could use the press; now the press is exclusively operated by employees who are blind. In addition, SourceAmerica rehabilitation engineers trained more than 450 nonprofit agency staff members on improving accessibility and productivity for their employees.

In addition, SourceAmerica training in Watertown, N.Y., led to a 34 percent increase in productivity the month following the training, and continues to rise.

DISASTER RELIEF SUPPORT

AbilityOne employees answered our nation’s call in times of need. Moments after the Boston Marathon bombing, a fire broke out at the John F. Kennedy Presidential Library and Museum in nearby Dorchester. Two AbilityOne employees at WORK Inc., which performs facilities maintenance for the library, covered the fire and contained it until the fire department arrived. Their quick thinking and selfless act helped save a national treasure. And when a tornado with winds at 200 mph ravaged an Oklahoma City suburb on May 23, 2013, Professional Contract Services, Inc. employees with significant disabilities transported soldiers to and from the area to help with search and rescue efforts.

ECO-FRIENDLY PRODUCTS

The AbilityOne Program continued its commitment to environmental responsibility in FY2013. VisionCorps, an AbilityOne authorized provider located in Pa., partnered with Zep Inc. to launch a new line of environmentally-friendly vehicle cleaners and protectants. The product line, known as EnviroEdge, is designed to offer high quality car care products that minimize harm to our natural environment. For example, the products are manufactured using less energy and water resources, and packaged more efficiently for distribution. GSA Global Supply and Southwest Supply Center, Fort Worth, Texas, sponsored the vehicle cleaners and protectants.

QUALITY WORK ENVIRONMENT INITIATIVE

Established in 2009, the Quality Work Environment (QWE) initiative entered Phase II. QWE provides associated agencies a framework for carrying out business practices that improve the quality, productivity and earning potential for employees. Almost half of all AbilityOne authorized providers now take part in the initiative, and 77 percent of all AbilityOne employees are represented in the initiative.

SINGAPORE DELEGATION

In October 2013, Commission executive staff led representatives from NIB and SourceAmerica met with a delegation of government officials from Singapore. Heading the Singapore group was Christina Gan, Director, InforComm Disabilities Association (IDA). Delegation members gave an enlightening overview of the IDA, its operating principles, policies, and programs. They noted that IDA seeks to provide accessible and effective services for people who are blind or have significant disabilities, create resilient individuals, strong families, and a caring society. Meeting participants shared the unshakeable belief that everyone has something to contribute. The AbilityOne Commission, IDA, NIB, and SourceAmerica each works in their own way to achieve economic independence, self-sufficiency, and employment opportunity for people who are blind or have significant disabilities.

Pete Ash, contract officer stationed at the Chicago Lighthouse for People Who Are Blind or Visually Impaired.

Peter Ash, contract officer stationed at the Chicago Lighthouse for People Who Are Blind or Visually Impaired.
Operating as the U.S. AbilityOne Commission®, the Committee for Purchase From People Who Are Blind or Severely Disabled is the independent Federal agency that administers the AbilityOne® Program. Members of the Commission are appointed by the president of the United States and oversee the AbilityOne Program in its mission to provide employment opportunities for people who are blind or have severe disabilities in the manufacture and delivery of products and services to the Federal Government.

At full complement, the Commission is composed of 15 members: 11 who represent Federal agencies and four who are private citizens knowledgeable about the employment challenges faced by people who are blind or have other severe disabilities. The Commission is supported by an Arlington, Va.-based full-time staff, led by a career Senior Executive Service employee.

The Commission has designated two central nonprofit agencies (CNAs) to assist with program implementation: National Industries for the Blind (NIB) and SourceAmerica™. Together, the Commission and the CNAs—along with a national network of nearly 600 nonprofit agencies (NPAs)—create jobs for almost 50,000 people who are blind or have significant disabilities through the AbilityOne Program.
The AbilityOne Program results for FY2013 saw the combined effect of the sequestration and the continued reduction in military spending for clothing and other equipment. There were overall reductions in the number of people employed, hours worked, wages paid, and sales despite small gains in all four areas for services. However, even in services, 55 percent of the agencies saw a decrease in hours worked.

The average hourly wage increased in FY2013 to $8.11 for products and $13.07 for services, for an overall average hourly wage of $12.09.

**TOP GOVERNMENT AGENCY SALES**

<table>
<thead>
<tr>
<th>Government Agency</th>
<th>FY2013 Sales (in Millions)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Postal Service</td>
<td>1.27%</td>
</tr>
<tr>
<td>Agriculture</td>
<td>1.11%</td>
</tr>
<tr>
<td>State</td>
<td>1.02%</td>
</tr>
<tr>
<td>Agriculture</td>
<td>1.11%</td>
</tr>
<tr>
<td>DoD other than DLA</td>
<td>0.49%</td>
</tr>
<tr>
<td>DOD</td>
<td>0.35%</td>
</tr>
<tr>
<td>DLA</td>
<td>0.27%</td>
</tr>
<tr>
<td>GSA-FAS</td>
<td>0.24%</td>
</tr>
<tr>
<td>GSA-PBS</td>
<td>0.24%</td>
</tr>
<tr>
<td>Energy</td>
<td>0.24%</td>
</tr>
<tr>
<td>Interior</td>
<td>0.20%</td>
</tr>
<tr>
<td>DEA</td>
<td>0.20%</td>
</tr>
<tr>
<td>U.S. Army</td>
<td>0.19%</td>
</tr>
<tr>
<td>Navy</td>
<td>0.19%</td>
</tr>
<tr>
<td>Air Force</td>
<td>0.36%</td>
</tr>
<tr>
<td>NASA</td>
<td>0.16%</td>
</tr>
<tr>
<td>HHS</td>
<td>0.15%</td>
</tr>
<tr>
<td>Transportation</td>
<td>0.14%</td>
</tr>
<tr>
<td>Social Security</td>
<td>0.09%</td>
</tr>
<tr>
<td>Commerce</td>
<td>0.09%</td>
</tr>
<tr>
<td>OMB</td>
<td>0.08%</td>
</tr>
<tr>
<td>Peace Corps</td>
<td>0.04%</td>
</tr>
<tr>
<td>smithsonian</td>
<td>0.01%</td>
</tr>
<tr>
<td>Education</td>
<td>0.00%</td>
</tr>
<tr>
<td>Labor</td>
<td>0.00%</td>
</tr>
<tr>
<td>Congress</td>
<td>0.00%</td>
</tr>
<tr>
<td>EPA</td>
<td>0.00%</td>
</tr>
<tr>
<td>Justice</td>
<td>0.00%</td>
</tr>
<tr>
<td>OMB</td>
<td>0.00%</td>
</tr>
<tr>
<td>Peace Corps</td>
<td>0.00%</td>
</tr>
<tr>
<td>Smithsonian</td>
<td>0.00%</td>
</tr>
<tr>
<td>Education</td>
<td>0.00%</td>
</tr>
</tbody>
</table>

**Acronym Key**
- DoCA: Defense Commissary Agency
- DLA: Defense Logistics Agency
- GSA-FAS: General Services Administration—Federal Acquisition Service
- GSA-PBS: General Services Administration—Public Buildings Service

**TO SUPPORT ABILITYONE:**
- **Purchase AbilityOne products and services**
  Thousand of products and services are available to Federal Government customers at fair market prices.
- **Sponsor a new AbilityOne product or service**
  Add your product or service to the Procurement List and eliminate the need for competitive bidding.
In 2013, the AbilityOne® Program marked the 75th anniversary of its original enacting legislation, the Wagner-O’Day Act. From the program’s beginnings in the blindness community in the 1930s, to its expansion in the 1970s to include people with significant disabilities, the AbilityOne Program has been an important part of our nation’s history. During the past 75 years, AbilityOne has given tens of thousands of people who are blind or have significant disabilities the opportunity to earn good wages, thrive, and lead independent lives. As the program continues to grow and evolve, we reflect on the employees, customers and achievements that have made the AbilityOne Program one of our nation’s most successful public-private partnerships.

Wagner-O’Day Act
1938
The Original Act. Signed by FDR
President Franklin D. Roosevelt signs the Wagner-O’Day Act into law. The Act opened up government markets to products made by people who are blind. National initiatives for the blind (WOB) is incorporated in 1938.

Outfitting the Nation’s Military
1941-1945
Supporting the War Effort
During World War II, over 1,000 people who are blind made products to support the war effort. Participation in the Maryland Workshop for the blind, now known as National Industries for the Blind (NIB), in 1942, provides 7,500 products made by people who are blind.

1948
Incorporated in 1938.

1950s
The Act opens up government markets to the Wagner-O’Day Act into law. The Wagner-O’Day Act includes people who are blind or have significant disabilities, through NIB.

1960s
Continued Expansion
During the 1960s
Expanding and Evolving to Meet the Needs of the Times
People who are blind produce more than 1 million written pages per year for the Federal Government. People with significant disabilities now provide services to the Federal Government.

1970s
Incorporation
1971-1974
A Good Idea Expands
Senator Jacob Javits sponsors the expansion of the Wagner-O’Day Act. The new law, known as the Javits-Wagner-O’Day Act, includes people who are blind or have significant disabilities to the Federal Government. The Javits-Wagner-O’Day Act is signed by President Nixon in 1973.

1980s
1988
Growth of Services
Pride in Partnership
Nonprofit agencies extend the array of services for Federal customers, highlighting the first contract-winning project and the first Federal contract, among expansions of custodial services with the General Services Administration, Public Buildings Service, and first operation of a Postal Service Center for the Air Force.

1990s
1998
U.S. Department of Agriculture
New Opportunities for Partnership
The Department of Agriculture spends over a new commissary in 1998 to Belleville, Ill. AbilityOne’s first total facilities management contract, including over 400 products, to provide employees with significant disabilities, is established. The 1998 contract includes a new contract for Services Administration Public Building Services, and first operation of a Postal Service Center for the Air Force.

2000s
2006
AbilityOne Brand Adopted
Creating High-Quality Products for Federal Customers
The Department of the Army’s new commissary in 2006 brings virtually all federal food services to the AbilityOne Program, expanding the options for those with significant disabilities.

2010s
2013
Operations Enduring Freedom and Iraqi Freedom
Nonprofit Agencies Support Our Service Members
The AbilityOne Program provides “surge support” during operational activities Freedom and Iraqi Freedom. AbilityOne-supported providers support the military by producing products used at home and abroad. When troops return home, these same products deliver training and employment services to help military personnel reintegrate into society and the workforce.

Department of Defense Agencies
2010
Filtering a Need
The AbilityOne Program’s contract management support (CMS) services provide the adaptive technology training and qualified individuals who are blind or have significant disabilities to prepare contracts for businesses, resulting in the Federal Acquisition Regulation (FAR) making the program a first line of defense.

AbilityOne Employment
2013
FY2013 ANNUAL REPORT

FY2013 ANNUAL REPORT

19
“I wasn’t ready to end my military career; I had been wearing a uniform for 17 years. Now I work with soldiers in the military environment. I feel like I am slowly getting back to my old self.”

Connie’s 17-year military career in the Army came to an unexpected end due to seizures resulting from a 2008 deployment to Iraq. Three years later, the New Jersey native came to work at Skookum as a materials expeditor after a referral from a local Department of Veterans Affairs office. Her supply experience, discipline and leadership earned during nearly two decades of service with the military equipped her with the tools needed for a promotion to supply technician on the AbilityOne® base operations support contract at Fort Meade, Md. Connie was central to building customer confidence, resulting in her training junior supply personnel.
“Just when I thought there was no hope, the AbilityOne Program has given me that and so much more. Thanks to the AbilityOne Program, I can say ‘I can’ once again.”

Manuel Zavala
West Texas Lighthouse for the Blind, San Angelo, Texas
Product Development Assistant

After losing his eyesight seven years ago, Manuel worried about how to support his wife and two boys. Initially working as a pen assembler at the West Texas Lighthouse, he was unsure of his capabilities. As he mastered each new task and assignment, Manuel quickly replaced reticence with self-confidence. Now that he has completed business management classes through NIB’s Business Leaders Program, Manuel is equally comfortable working in the office as on the production line. Manuel is a versatile, highly skilled employee ready to accept the next career opportunity that comes his way.

“Job Options and SourceAmerica were there to give me stability, purpose, and a real desire to work. To this day I am grateful for the AbilityOne Program and I can honestly say that I look forward to coming to work each and every day.”

Steve Credle
Job Options, San Diego, Calif.
Human Resources Manager

Steve joined Job Options in 1990 as a shelf stocker at the Miramar Commissary, where he performed his exclusively manual duties at a superior level in spite of his physical disability. His quality performance and productivity first led to a promotion as an order writer, then into the supervisory ranks, and eventually, to his current role as human resources manager. Steve is a career-oriented individual, who continues to set new goals for himself as well as those around him. Steve’s determination and perseverance clearly show that obstacles can be overcome with the right attitude, opportunity and support.
STEPHANIE DAVIS

Winston-Salem Industries for the Blind, Winston Salem, N.C.
Optical Customer Service Representative

Stephanie's workdays are a true family affair. She came to Winston-Salem Industries for the Blind in 2005, joining her parents, both of whom are blind and work at the agency. After starting as a sewing machine operator in the military uniform department, Stephanie's confidence and outgoing personality led her into the customer service field. Today, as a customer service representative in the optical department, she responds to dozens of inquiries from Veterans Administration locations each day. Stephanie is an engaging public speaker who inspires those around her to live life to the fullest.

“This truly feels like a Mary Tyler Moore moment. I just want to throw up my hat and shout, “You’re gonna make it after all!”
CHARLES ELLIS

Columbus Community Center, Salt Lake City, Utah
Custodial Team Lead

Charles lost both of his parents when he was young, and has had a lifelong struggle with mental illness and depression. Six years ago he was homeless and drifting. In Salt Lake City, he found a part-time job through the state’s vocational rehabilitation program. That opportunity empowered Charles to look for full-time work to support himself. He joined Columbus Community Center in 2011 as a full-time custodian at a Bureau of Land Management (BLM) field office, where his work earned the praise from BLM staff. Charles proved he could perform at a high level, and by emphasizing teamwork, he enabled other employees to do the same.

“Having a job just makes life better; it gives my life purpose and value, and I don’t have to live on the street or in a shelter. People appreciate me. Last week, two people made a point of telling me what a nice job I was doing, and that felt really good.”

HARRY ST ALEY

Formerly of the San Antonio Lighthouse for the Blind, San Antonio, Texas
Contract Management Support Specialist

When Harry joined the San Antonio Lighthouse in 2009, he impressed colleagues with his knowledge and technical expertise. With college degrees in business, marketing and information technology, Harry breezed through the AbilityOne® contract management support training program, and was assigned to the Mission and Installation Contracting Command at Joint Base San Antonio-Fort Sam Houston. Harry’s skill and dedication impressed the chief of knowledge management, who offered him a permanent full-time position with the Federal Government, where he analyzes contracting data for all Army bases. Now Harry proudly serves his country as a member of the Federal civil service. Talk about empowerment!

“AbilityOne uncovers the capabilities of people who may be overlooked in our society and gives them the opportunity to shine.”
Nathan’s commitment to serving customers enables him to effortlessly help people who have passport, travel and application status questions. His performance within the State Department’s National Passport Information Center was so notable that he was assigned to mentor new agents as part of his regular duties. Nathan focuses on the skills each person brings to their work, helps them see their potential and guides them toward success. Nathan, who has cerebral palsy and uses a motorized wheelchair, lives independently and, once employed by Peckham, was able to reduce reliance on local programs, inspiring those around him along the way.

“Let’s focus on what each person can do.”
SARITA MARTIN

Bosma Enterprises, Indianapolis, Ind.
Production Line Specialist

Deaf since birth, Sarita began losing her vision at age four due to glaucoma. Despite these challenges, Sarita has lived her life with a positive attitude and an incredible appetite for learning. As a member of Bosma’s production department, Sarita packs more than 90 cases of examination gloves each day, and has increased her hourly packing rates each year. Sarita helps her colleagues learn Braille and sign language, determined to help them succeed.

“I love my job. It gives me independence and I am learning new skills.”

CAROL EVANS

TAC Industries, Springfield, Ohio
Industrial Sewing Machine Operator

Carol is a dependable and dedicated AbilityOne employee who has developed an impressive skill set and impeccable work ethic over the years. She first came to TAC Industries in 1972 and has been employed sewing cargo net repair straps for the Air Force since 1983. Carol is now TAC’s top repair sewer. Each day, she completes between 20 and 25 nets for use in C-5, C-17 and C-130 aircraft. Each net needs 17 to 19 “sews” to an extremely high quality standard. Carol has an intellectual disability, and her work is vital to her. Most days after work, Carol makes dinner with her sister, or enjoys her other hobby, reading.

“I love to sew for TAC Industries!”
Bayaud Enterprises, Denver, Co.
Contract Support

Cindy brings a world of experience to her contract closeout job for the Army Contracting Command (ACC-RSA) U.S. Army Space & Missile Defense Command/Army Forces Strategic Command, where she recouped more than $3.7 million in unexpended funds in 2013. While in Norway on one of her husband's Air Force deployments, Cindy first experienced the pain of rheumatoid arthritis. The painful, progressively deteriorating condition left her unable to work or leave home for years. After diagnosis, surgeries and ongoing treatment, Cindy landed a job as a general clerk at Bayaud, where she quickly proved her value to Contracting and Acquisition Management.

“I have been given the opportunity to be productive and successful in my professional life.”

Ed Lindsey Industries for the Blind, Nashville, Tenn.
Team Leader

As a veteran of the National Guard who served both stateside and in Germany, Homer knows what it means to be a leader. Homer holds a bachelor’s degree in civil engineering and spent more than 20 years as a civil engineer for before losing his vision due to retinitis pigmentosa. Today, Homer works at Ed Lindsey Industries for the Blind, where his primary job is to operate a sonic punch, a punch that uses high frequency sound waves to cut holes in nylon while also sealing the material. Highly skilled and a quick learner, Homer folds and punches as many as 1,500 holes a day, 50 percent more than an average employee. Homer’s positive attitude and dedication to his work make him one of the most popular employees at the agency.

“AbilityOne means I have an opportunity to prove that I can still support myself and my family and not be dependent on others.”
“In eight short years, the AbilityOne Program has given me the opportunity to work with many great people...It would be hard to top AbilityOne!”

KATHY BEAN

Travis Association for the Blind, Austin, Texas
Quality Control Assurance Specialist

When retinal bleeding continued to take her eyesight, Kathy had to sit upright when sleeping for nearly a year. Although some of her eyesight was preserved, it wasn’t enough to continue her career as a cytotechnologist. Undeterred by the onset of blindness, Kathy completed her post-graduate education, and began teaching middle and high school science classes. After joining Travis Association for the Blind in 2005 as a warehouse specialist, Kathy developed training programs to help people who are blind learn supply chain services. She now oversees quality assurance for three warehouses, and was honored as a 2012-2013 “Woman of the Year” from the National Association of Professional Women.
### COMMISSION AWARDS RECIPIENTS

#### OBOSRE A. “OZ” DAY ABILITYONE AWARENESS AWARD
The award is named in honor of Osborne A. “Oz” Day, who served as a private citizen member of the Commission from 2005 to 2008. Day provided critical leadership in communicating the AbilityOne message to Federal customers and the general public.

**Karone Blondin**
Industry Relations Manager, Public Building Service
General Services Administration

#### MOST VALUABLE LIAISON AWARD

The Most Valuable Liaison Award recognizes Federal employees, who in their roles as liaisons, demonstrate effort in creating employment opportunities on Federal contracts for people who are blind or have other significant disabilities under the AbilityOne Program.

**Albert Munoz**
Procurement Analyst
Department of Agriculture

#### OUTSTANDING CONTRIBUTIONS AWARD

This award recognizes Federal employees for their exceptional efforts in creating employment opportunities on Federal contracts for people who are blind or have significant disabilities under the AbilityOne Program.

**Michael A. Cowley**
Equitable Employment Opportunity Specialist
Defense Logistics Agency Troop Support
Department of Defense

### CHAIRPERSON’S AWARD FOR LEADERSHIP
This award recognizes leaders who consistently meet or surpass the Commission’s statutory and regulatory requirements, fulfill its guiding principles for a Quality Work Environment, and exhibit business acumen that leads to increased employment opportunities for the AbilityOne constituency.

**Edward R. Guthrie**
Executive Director
Opportunity Village
**Michael N. Gilliam**
President and CEO
San Antonio Lighthouse for the Blind

### STATISTICS BY STATE

<table>
<thead>
<tr>
<th>State</th>
<th>Number of Agencies</th>
<th>Employees</th>
<th>Total Wage</th>
<th>Average Hourly Wage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Alabama</td>
<td>11</td>
<td>1,277,173</td>
<td>910</td>
<td>$1,688,530</td>
</tr>
<tr>
<td>Alaska</td>
<td>5</td>
<td>186,023</td>
<td>246</td>
<td>$2,056,641</td>
</tr>
<tr>
<td>Arizona</td>
<td>9</td>
<td>604,068</td>
<td>459</td>
<td>$7,012,347</td>
</tr>
<tr>
<td>Arkansas</td>
<td>6</td>
<td>250,200</td>
<td>374</td>
<td>$3,329,878</td>
</tr>
<tr>
<td>California</td>
<td>45</td>
<td>4,333,205</td>
<td>3,808</td>
<td>$59,049,623</td>
</tr>
<tr>
<td>Colorado</td>
<td>4</td>
<td>475,054</td>
<td>509</td>
<td>$6,482,410</td>
</tr>
<tr>
<td>Connecticut</td>
<td>5</td>
<td>590,477</td>
<td>2,111</td>
<td>$7,352,686</td>
</tr>
<tr>
<td>Delaware</td>
<td>5</td>
<td>928,459</td>
<td>117</td>
<td>$1,134,666</td>
</tr>
<tr>
<td>District of Columbia</td>
<td>3</td>
<td>359,406</td>
<td>305</td>
<td>$4,969,703</td>
</tr>
<tr>
<td>Florida</td>
<td>20</td>
<td>3,443,205</td>
<td>3,403</td>
<td>$44,202,354</td>
</tr>
<tr>
<td>Georgia</td>
<td>15</td>
<td>1,529,205</td>
<td>1,529</td>
<td>$15,314,945</td>
</tr>
<tr>
<td>Guam</td>
<td>2</td>
<td>147,335</td>
<td>147</td>
<td>$1,291,649</td>
</tr>
<tr>
<td>Hawaii</td>
<td>6</td>
<td>246,700</td>
<td>227</td>
<td>$2,015,611</td>
</tr>
<tr>
<td>Idaho</td>
<td>6</td>
<td>691,462</td>
<td>762</td>
<td>$7,935,009</td>
</tr>
<tr>
<td>Illinois</td>
<td>15</td>
<td>529,607</td>
<td>787</td>
<td>$4,851,933</td>
</tr>
<tr>
<td>Indiana</td>
<td>5</td>
<td>73,451</td>
<td>224</td>
<td>$401,407</td>
</tr>
<tr>
<td>Kansas</td>
<td>3</td>
<td>237,712</td>
<td>180</td>
<td>$2,216,841</td>
</tr>
<tr>
<td>Kentucky</td>
<td>5</td>
<td>510,186</td>
<td>317</td>
<td>$5,430,146</td>
</tr>
<tr>
<td>Louisiana</td>
<td>15</td>
<td>534,415</td>
<td>367</td>
<td>$4,846,318</td>
</tr>
<tr>
<td>Maine</td>
<td>3</td>
<td>214,183</td>
<td>301</td>
<td>$2,055,819</td>
</tr>
<tr>
<td>Maryland</td>
<td>15</td>
<td>3,044,205</td>
<td>2,044</td>
<td>$30,732,090</td>
</tr>
<tr>
<td>Massachusetts</td>
<td>9</td>
<td>410,075</td>
<td>720</td>
<td>$3,650,870</td>
</tr>
<tr>
<td>Michigan</td>
<td>20</td>
<td>3,934,236</td>
<td>2,123</td>
<td>$38,741,773</td>
</tr>
<tr>
<td>Minnesota</td>
<td>7</td>
<td>327,590</td>
<td>452</td>
<td>$3,500,018</td>
</tr>
<tr>
<td>Mississippi</td>
<td>9</td>
<td>300,244</td>
<td>410</td>
<td>$3,393,299</td>
</tr>
<tr>
<td>Missouri</td>
<td>12</td>
<td>429,857</td>
<td>625</td>
<td>$3,143,743</td>
</tr>
<tr>
<td>Montana</td>
<td>6</td>
<td>196,652</td>
<td>307</td>
<td>$1,776,259</td>
</tr>
<tr>
<td>Nebraska</td>
<td>4</td>
<td>160,018</td>
<td>224</td>
<td>$1,600,544</td>
</tr>
<tr>
<td>Nevada</td>
<td>5</td>
<td>255,445</td>
<td>447</td>
<td>$2,770,196</td>
</tr>
<tr>
<td>New Jersey</td>
<td>7</td>
<td>448,952</td>
<td>426</td>
<td>$6,210,179</td>
</tr>
<tr>
<td>New Mexico</td>
<td>6</td>
<td>409,111</td>
<td>369</td>
<td>$4,240,630</td>
</tr>
<tr>
<td>New York</td>
<td>20</td>
<td>2,000,050</td>
<td>2,054</td>
<td>$20,000,050</td>
</tr>
<tr>
<td>North Carolina</td>
<td>15</td>
<td>2,533,419</td>
<td>2,118</td>
<td>$28,013,686</td>
</tr>
<tr>
<td>North Dakota</td>
<td>6</td>
<td>158,506</td>
<td>600</td>
<td>$1,602,904</td>
</tr>
<tr>
<td>Ohio</td>
<td>20</td>
<td>699,002</td>
<td>792</td>
<td>$6,082,421</td>
</tr>
<tr>
<td>Oklahoma</td>
<td>4</td>
<td>413,709</td>
<td>673</td>
<td>$4,901,117</td>
</tr>
<tr>
<td>Oregon</td>
<td>3</td>
<td>262,459</td>
<td>249</td>
<td>$4,486,321</td>
</tr>
<tr>
<td>Pennsylvania</td>
<td>32</td>
<td>1,216,193</td>
<td>1,359</td>
<td>$12,161,866</td>
</tr>
<tr>
<td>Rhode Island</td>
<td>2</td>
<td>81,664</td>
<td>124</td>
<td>$891,916</td>
</tr>
<tr>
<td>South Carolina</td>
<td>15</td>
<td>503,661</td>
<td>796</td>
<td>$5,168,492</td>
</tr>
<tr>
<td>South Dakota</td>
<td>6</td>
<td>171,665</td>
<td>109</td>
<td>$1,650,785</td>
</tr>
<tr>
<td>Tennessee</td>
<td>9</td>
<td>210,727</td>
<td>335</td>
<td>$2,247,154</td>
</tr>
<tr>
<td>Texas</td>
<td>3</td>
<td>245,007</td>
<td>116</td>
<td>$2,143,407</td>
</tr>
<tr>
<td>Utah</td>
<td>4</td>
<td>245,407</td>
<td>161</td>
<td>$2,704,943</td>
</tr>
<tr>
<td>Virginia</td>
<td>15</td>
<td>1,742,399</td>
<td>2,137</td>
<td>$3,799,672</td>
</tr>
<tr>
<td>West Virginia</td>
<td>11</td>
<td>324,126</td>
<td>267</td>
<td>$3,350,728</td>
</tr>
<tr>
<td>Wisconsin</td>
<td>15</td>
<td>561,452</td>
<td>1,488</td>
<td>$6,162,235</td>
</tr>
<tr>
<td>Wyoming</td>
<td>2</td>
<td>26,402</td>
<td>49</td>
<td>$521,760</td>
</tr>
<tr>
<td><strong>Totals</strong></td>
<td><strong>580</strong></td>
<td><strong>45,851,212</strong></td>
<td><strong>47,701</strong></td>
<td><strong>$504,137,479</strong></td>
</tr>
</tbody>
</table>

### Further Reading
- FY2013 ANNUAL REPORT
- WWW.ABILITYONE.GOV
PEOPLE ABOVE ALL

Nina Bolin-Macareo
Association for Vision Rehabilitation and Employment

Andres Gonzalez
Skookum Educational Programs
President Barack Obama greets AbilityOne Program custodian Lawrence Lipscomb in a Federal building following the opening session of the White House Forum on Jobs and Economic Growth, Dec. 3, 2009. The General Services Administration (GSA) awarded responsibility for cleaning the facility where Lipscomb works to Diddle, Inc., six years ago. Since then, GSA has expanded the contract by 30 percent to encompass 800,000 sq. ft. of building space, in turn creating 52 employment opportunities for people with significant disabilities.

Quote Source: 2013 National Disability Employment Awareness Month Proclamation

“I urge all Americans to embrace the talents and skills that individuals with disabilities bring to our workplaces and communities…”
We must focus on what each person can do.