



OUR PEOPLE

ABILITYONE PROGRAM | ANNUAL REPORT 2013

Creating employment opportunities for people who are blind or have significant disabilities



CELEBRATING
75
YEARS



OUR PEOPLE

“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

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, the program’s first full year, 36 agencies for the blind furnished these items and sales to the Federal Government totaled \$220,000.** Today, through its nationwide network of nearly 600 authorized nonprofit agencies, AbilityOne Program employees provide thousands of

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**.

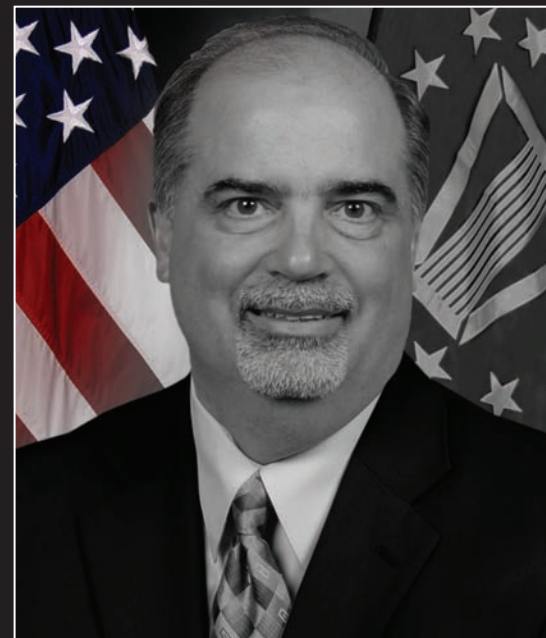
Will you join us?

Sincerely,

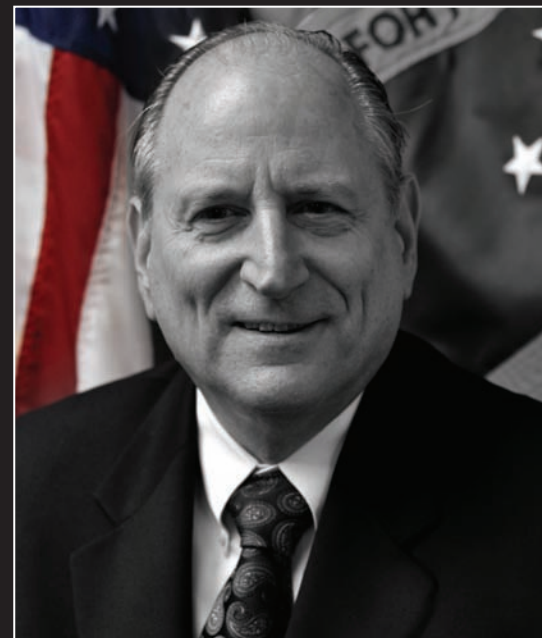

Tony Poleo
Chairperson


Jim Kesteloot
Vice Chairperson


Tina Ballard
Executive Director
and CEO



J. Anthony Poleo
Chairperson



James M. Kesteloot
Vice Chairperson



Tina Ballard
Executive Director and CEO

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Pictured on front cover:
Florence Black
Blind Industries and Services of Maryland

Pictured on back cover:
Charles (Charlie) Slone
Vocational Guidance Services

* Sen. Jacob Javits, Sen. Robert F. Wagner, and Rep. Caroline Love Goodwin O’Day

**Source: *Creating Jobs, Changing Lives* by Irving Dickman, page 24.

FY2013 HIGHLIGHTS

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.



Peter Ash, contract closeout specialist at the Chicago Lighthouse for People Who Are Blind or Visually Impaired

CONTRACT MANAGEMENT SUPPORT PROGRAM

Since its launch in 2009, the program has identified nearly \$534 million for Federal Government customers to recoup; provided 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.

LUNCH AND LEARN INITIATIVE

The Commission, in conjunction with the Northrop Grumman Corporation, National Industries for the Blind (NIB) and SourceAmerica™, continued its "Lunch and Learn" training sessions. Aimed at AbilityOne-participating nonprofit agency heads and industry leaders, the sessions

brought together more than 300 people to share best value and best practices solutions. With the theme "Overcoming the Challenge," meetings were held in Arlington, Va.; Redondo Beach, Calif., at Northrop Grumman; and San Antonio, Texas, at SourceAmerica's annual conference. Focused networking events enabled nonprofit and business leaders to establish new business relationships in a two-way mentoring process and face-to-face meetings.

NEW BASE SUPPLY CENTERS

The AbilityOne Base Supply Center network grew to 150 stores 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., and the Securities and Exchange Commission, Washington, D.C., both operated by Winston-Salem Industries for the Blind. The new Base Supply Centers created six retail positions for people who are blind.



Winston-Salem Industries for the Blind, N.C., opened its 18th AbilityOne Base Supply Center at the Securities and Exchange Commission in Washington, D.C. in January

REHABILITATION ENGINEERS

NIB rehabilitation engineers completed 30 visits to 24 different nonprofit agencies to make accommodations for employees. For example, engineers modified a lanyard press to accommodate employees who are blind at the West Texas Lighthouse for the Blind, an AbilityOne authorized provider. Before the modification, only 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. SourceAmerica training in Watertown, N.Y., led to a 38 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, discovered the fire and contained it until the fire department arrived. Their quick thinking and selfless act helped save a national treasure. And when an F5 tornado with winds at 200 mph ravaged an Oklahoma City suburb on May 20, 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.



The QWE initiative was the outgrowth of CEO forums that brought together leaders of AbilityOne authorized nonprofits nationwide

SINGAPORE DELEGATION

In October 2013, Commission executive staff and representatives from NIB and SourceAmerica met with a delegation of government officials from Singapore. Heading the Singapore group was Christina Gan, Director, Infocomm 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.



Christina Gan, head of the Singapore delegation, and Doug Goist, NIB

PROGRAM STRUCTURE

FY2013 COMMISSION MEETINGS

October 25, 2012
Baltimore, Md.

January 10, 2013
Arlington, Va.

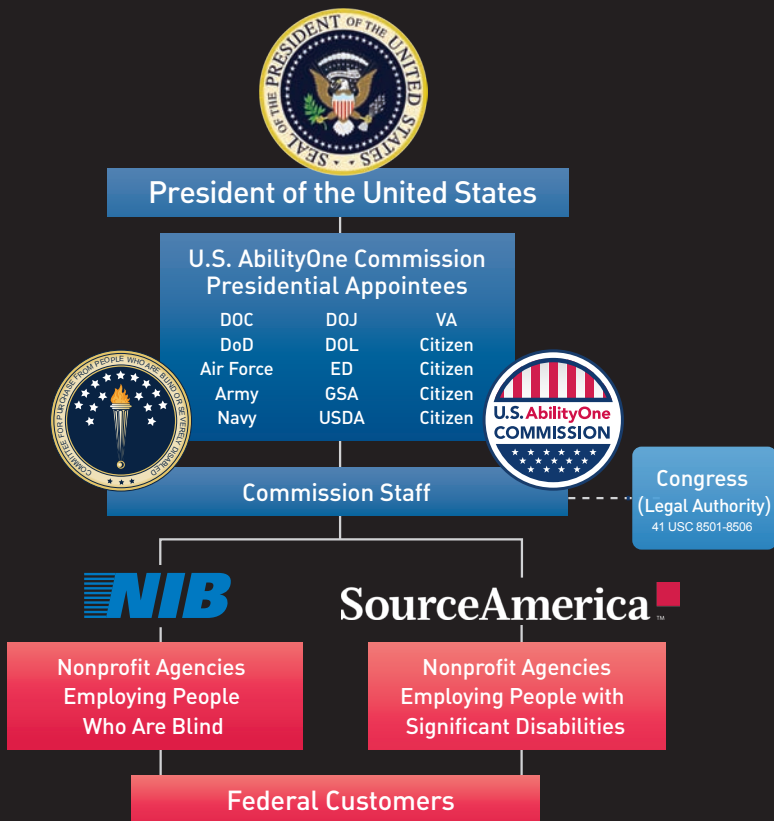
April 25, 2013
Arlington, Va.

July 11, 2013
Arlington, Va.

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.



PRESIDENTIAL APPOINTEES



FIRST ROW

J. Anthony Poleo
Chairperson
Chief Financial Officer
Defense Logistics Agency
Department of Defense



SECOND ROW

Robert T. Kelly, Jr.
Private Citizen
(Conversant with the Obstacles to
Employment of People with Disabilities)



James M. Kesteloot
Vice Chairperson
Private Citizen
(Conversant with the Obstacles to
Employment of People with Disabilities)



Anil Lewis
Private Citizen
(Representing Nonprofit Agency
Employees Who Are Blind)



Karen J. McCulloh
Private Citizen (Representing Nonprofit
Agency Employees with Significant
Disabilities)



THIRD ROW

Dr. P. Edward Anthony
Deputy Commissioner
Rehabilitation Services Administration
Department of Education



Jan R. Frye
Deputy Assistant Secretary for
Acquisition and Logistics
Department of Veterans Affairs

Harry P. Hallock*
Deputy Assistant Secretary Of the Army
(Procurement)
Department of the Army

RADM Mark F. Heinrich
Naval Supply Systems Command
(NAVSUP) and 46th Chief of Supply
Corps
Department of the Navy

Paul M. Laird
Regional Director
North Central Region
Federal Prison Industries
Department of Justice



Kathleen Martinez
Assistant Secretary for Disability
Employment Policy
Department of Labor



Thomas D. Robinson*
Associate Deputy Assistant Secretary
(Contracting)
Department of the Air Force



William Sisk
Assistant Commissioner for General
Supplies and Services for the Federal
Acquisition Service
General Services Administration



Lisa M. Wilusz
Director of the Office of Procurement
and Property Management
Department of Agriculture



Vacant
Department of Commerce



*Appointed August 2013

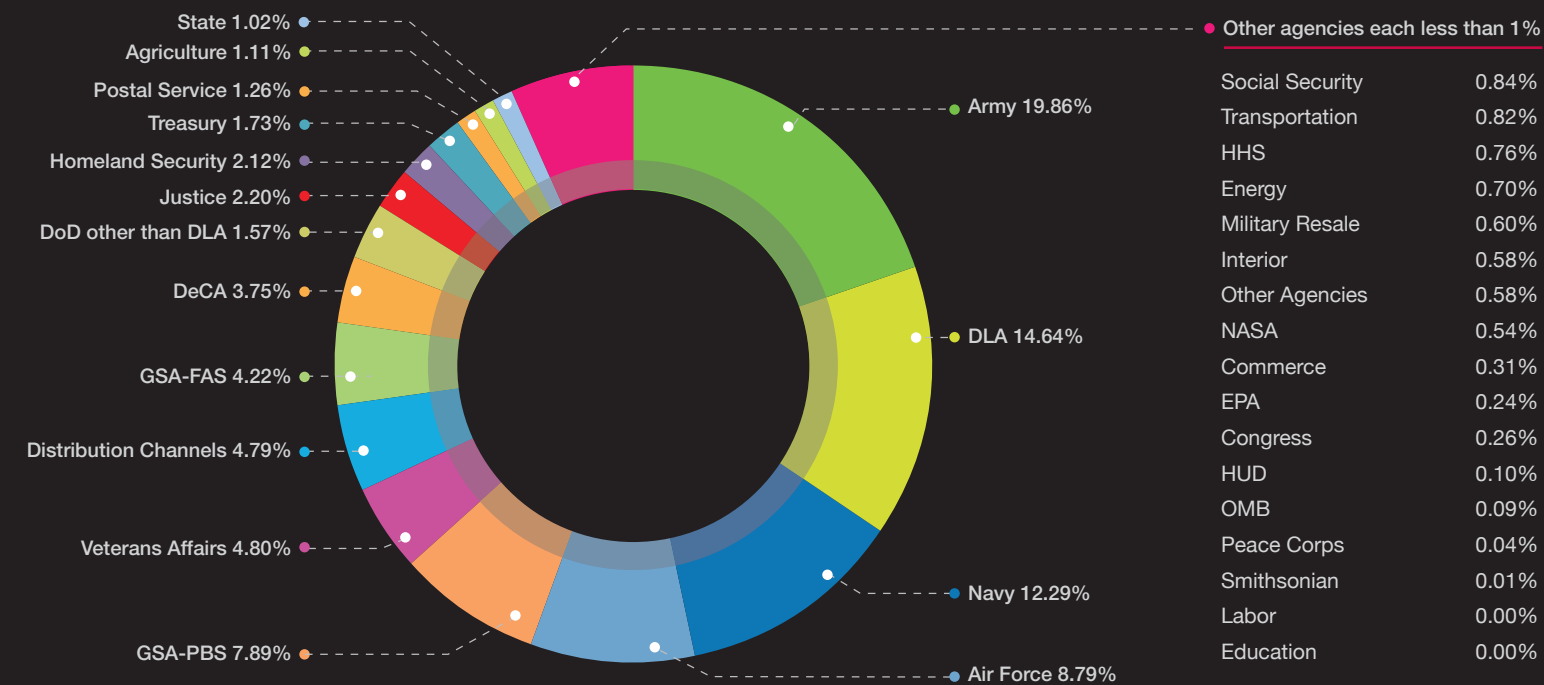
2013 PROGRAM STATISTICS

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

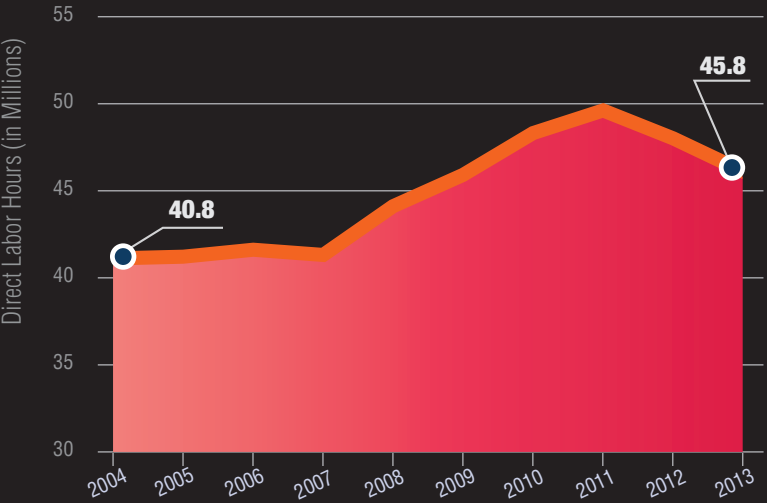
areas for services. However, even in services, 55 percent of the agencies saw a decrease in hours worked.

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.

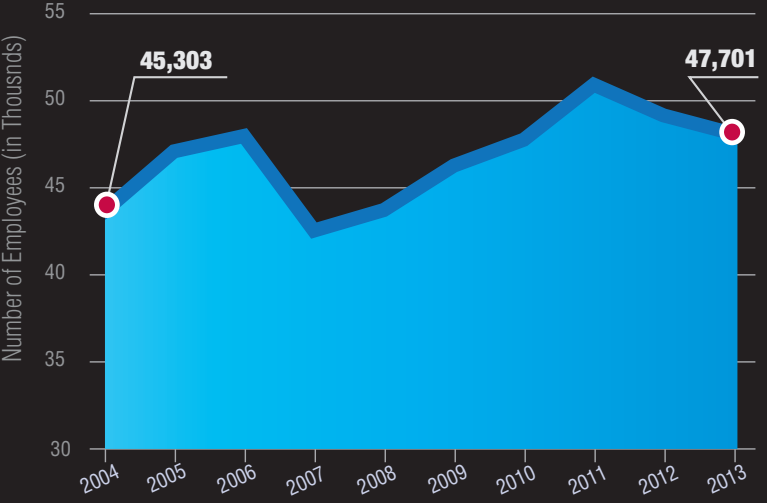
TOP GOVERNMENT AGENCY SALES



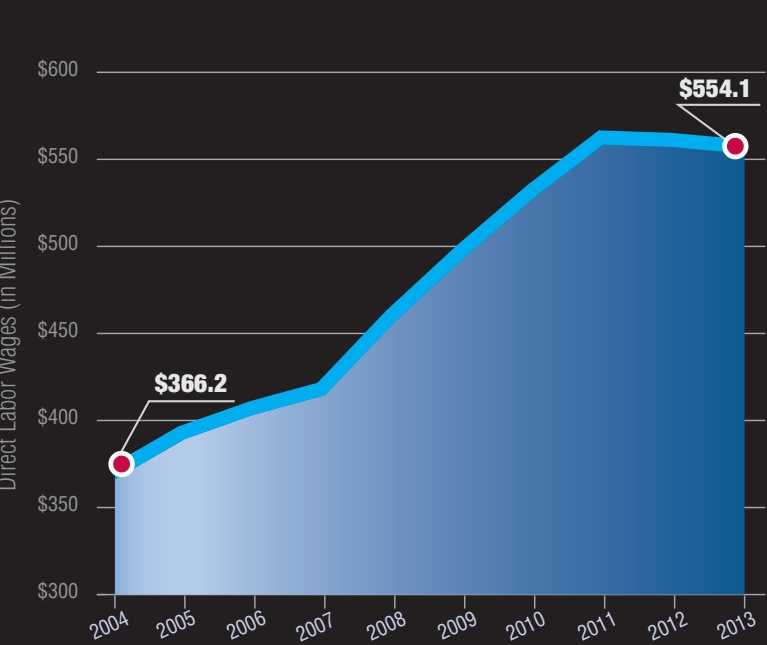
DIRECT LABOR HOURS



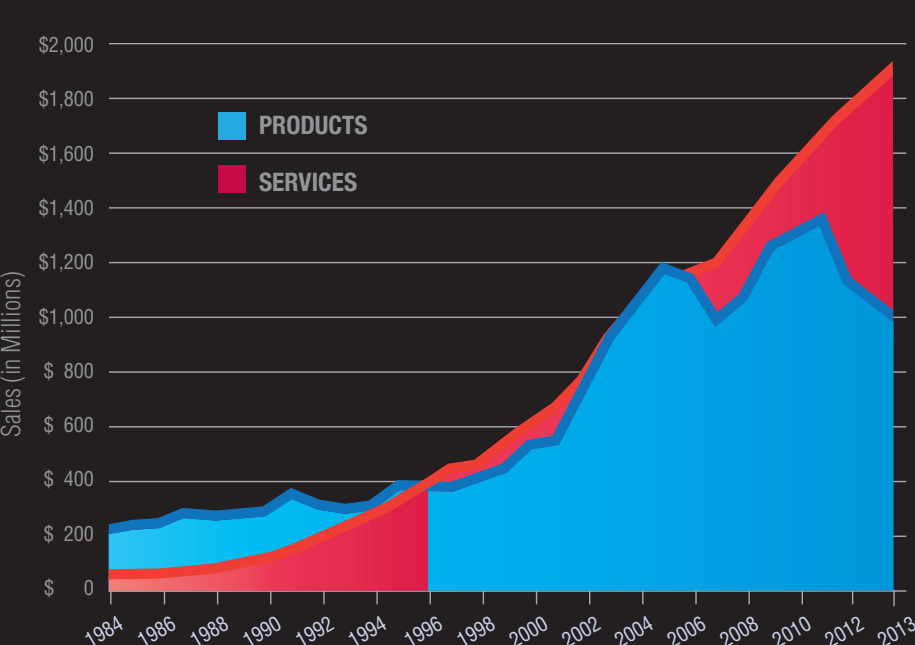
EMPLOYEES



DIRECT LABOR WAGES



SALES OF PRODUCTS AND SERVICES



TO SUPPORT ABILITYONE:

- Purchase AbilityOne products and services**
Thousands 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.

Acronym Key

- DeCA**
Defense Commissary Agency
- DLA**
Defense Logistics Agency
- GSA-FAS**
General Services Administration-Federal Acquisition Service
- GSA-PBS**
General Services Administration-Public Buildings Service

RECOGNIZING 75 YEARS OF CREATING REAL JOBS FOR REAL PEOPLE

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 opens up government markets to products made by people who are blind. National Industries for the Blind (NIB) is incorporated in 1938.



Sen. Robert Wagner



Rep. Caroline O'Day

Outfitting the Nation's Military 1941-1945

Supporting the War Effort

During World War II, more than 1,000 people who are blind make products to the support war effort. Seamstresses at the Maryland Workshop for the Blind, now known as Blind Industries and Services of Maryland (BISM), make 50,000 pillowcases a week and other textiles for the nation's military.



Employees from the 1940s hem pillowcases at the Maryland Workshop for the Blind (now known as BISM).

Male SKILCRAFT employee, who is blind, making a mop in a factory.



SKILCRAFT 1952

From Mops & Brooms to SKILCRAFT

The production of mops and brooms for the Federal Government by people who are blind grows into a larger line of products. NIB launches SKILCRAFT® – the brand name for quality products made by people who are blind. Today, SKILCRAFT includes more than 3,500 products created by people who are blind or have significant disabilities.

Continued Expansion During the 1960s 1960

Expanding and Evolving to Meet the Needs of the Times

People who are blind produce more than 1 million sanitation kits for the Federal fall-out shelter program. NIB launches a program for central purchasing, enters the writing instrument field, and purchases a housewares-manufacturing plant. SKILCRAFT also experiences growth as a new headquarters opens for marketing, merchandising and sales.



Javits-Wagner-O'Day Act and SourceAmerica 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 with severe disabilities and allows for the provision of services to the Federal Government. In 1974, SourceAmerica™ is established to administer the program on behalf of agencies employing people with significant disabilities.

Growth of Services 1980

Pride in Partnership

Nonprofit agencies extend the array of services for Federal customers. Highlights include the first commissary shelf-stocking project and the first food service project; major expansion of custodial services with the General Services Administration Public Buildings Service; and first operation of a Postal Service Center for the Air Force.



U.S. Department of Agriculture 1998

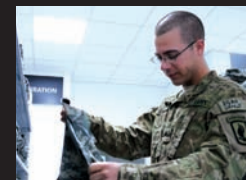
New Opportunities for Partnership

The Department of Agriculture opens a new campus in 1998 in Beltsville, Md., AbilityOne's first total facilities management contract, employing 65 people with significant disabilities, through Melwood. This decade also marks the first military Base Supply Center opening and establishes a new distribution channel for NIB's expanded SKILCRAFT product line.

Operations Enduring Freedom and Iraqi Freedom 2001-2003

Nonprofit Agencies Support Our Service Members

The AbilityOne Program provides "surge support" during Operations Enduring Freedom and Iraqi Freedom. AbilityOne authorized providers support the military by making products used at home and abroad. When troops return home, these same nonprofits deliver training and employment services to help reintegrate veterans into society and the workforce.



Credit: SSG Warren Wright 21st JSC

AbilityOne Brand Adopted 2006

Creating High Quality Products for Federal Customers

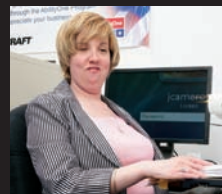
The Committee for Purchase from People Who Are Blind or Severely Disabled launches the AbilityOne brand to show a unified program with broad capabilities, a clear purpose, and a capable, dependable workforce. AbilityOne authorized providers offer a diverse line of modern and environmentally friendly products for Federal customers that demonstrate style, innovation and expertise. The year 2006 marks the first year the Committee appoints private citizens who are blind to serve as a Chairperson and Vice Chairperson.



Department of Defense Agencies 2010

Filling 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 closure, enabling the Federal Government to reclaim unused funding. By the end of FY2013, CMS specialists deobligated and returned \$500 million to the Department of the Treasury.



1938

1940s

1950s

1960s

1970s

1980s

1990s

2000s

2010s

150

2,533

3,780

4,627

7,500

18,591

36,308

47,427

47,701

ABILITYONE EMPLOYMENT



CONNIE McCLENDON

Skookum Educational Programs, Bremerton, Wa.

Material Expeditor/Supply Technician

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.

"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."



EQUIP

MANUEL ZAVALA

STEVE CREDLE

*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.

"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.**"

*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.

"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."



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!"



EMPOWER

A black and white portrait of Charles Ellis, a man with short dark hair and a slight smile, looking towards the camera.

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**.”

A black and white portrait of Harry Staley, a man with short light-colored hair and glasses, wearing a plaid shirt and looking towards the camera.

HARRY STALEY

*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 BURTCH

Peckham, Lansing, Mich.

Customer Service Representative

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

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.



EMPLOY

A black and white portrait of Sarita Martin, a Black woman with short dark hair, wearing glasses and a dark top with a necklace. She is smiling slightly.

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."

A black and white portrait of Carol Evans, a white woman with short blonde hair, wearing glasses and a dark jacket over a light-colored shirt. She is looking directly at the camera.

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!"

CINDY CARTER

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."

HOMER SPARKS

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."

KATHY BEAN

Travis Association for the Blind, Austin, Texas

Quality Control Assurance Specialist

“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!”

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.



EQUIP, EMPOWER, EMPLOY



Chairperson J. Anthony Poleo presents the E.R. “Dick” Alley Award to Nancy Heimbaugh

E.R. “DICK” ALLEY CAREER ACHIEVEMENT AWARD

The Alley Award is bestowed on one Federal employee whose sustained dedication and support of the AbilityOne® Program are exemplary, and worthy of the agency’s highest recognition. The award is named for the late Dick Alley, who gave 25 years of dedicated service to the U.S. AbilityOne Commission® as its Deputy Executive Director.

Nancy Heimbaugh

Director, Acquisition Management
Defense Logistics Agency
Department of Defense

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

COMMISSION AWARDS RECIPIENTS

OSBORNE 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

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



Chairperson Poleo (not pictured) and Defense Procurement and Acquisition Policy Director Richard Ginman (second from left) signed Commitment in Action Certificates for DoD personnel. Recipients pictured, from Washington Headquarters Services, left to right: Linda Allen, Alvina Woodson, David Dornburgh, Joelle Faucher, Brett Clark, Wes Bennett and Brent Brinson

COMMISSION/DEPARTMENT OF DEFENSE COMMITMENT IN ACTION CERTIFICATES

The Commission, in partnership with DoD, presented 50 certificates recognizing DoD personnel for exceptional support of the AbilityOne Program, creating employment for wounded warriors and people who are blind or have other significant disabilities.

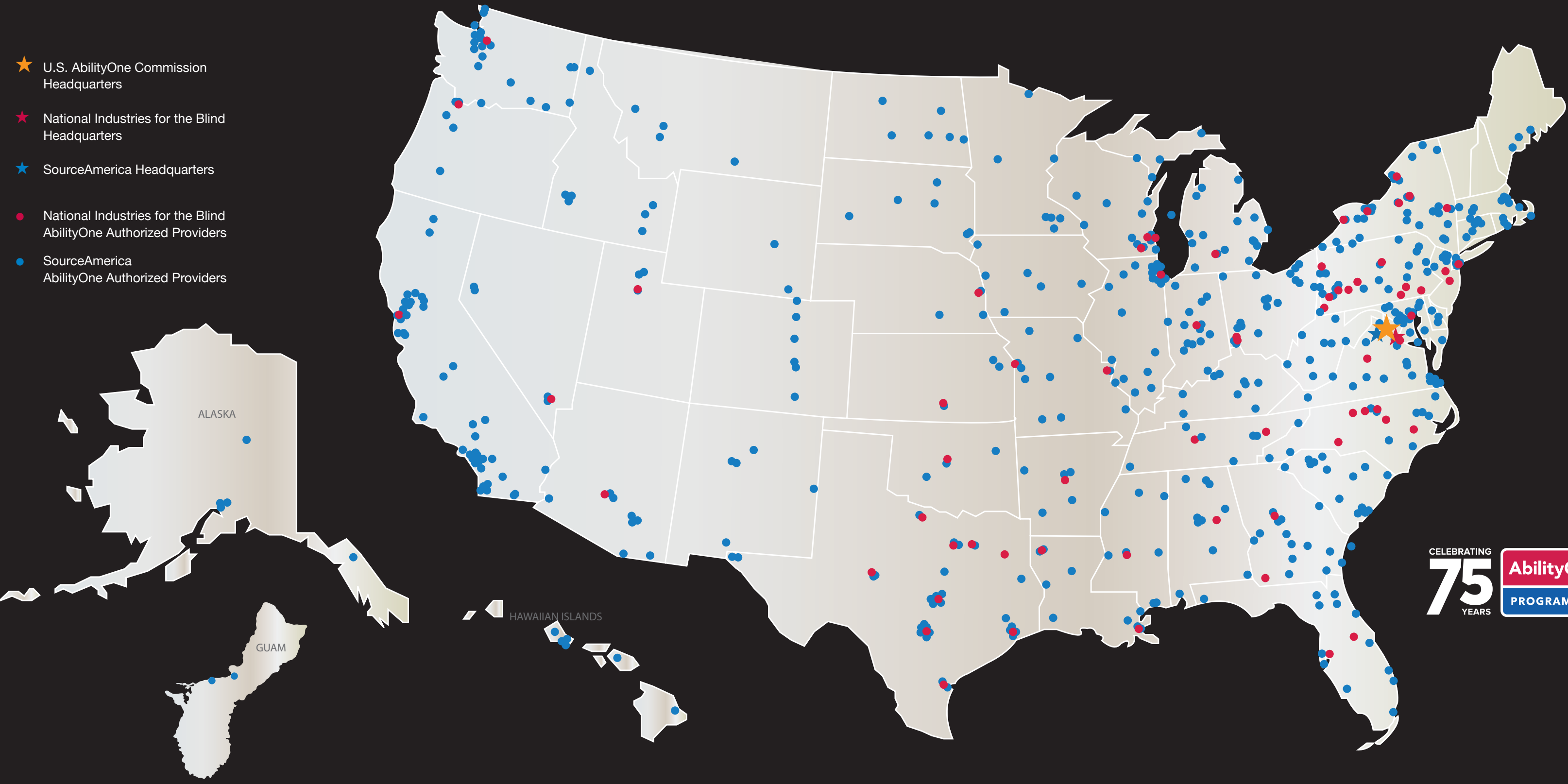
STATS BY STATE

ABILITYONE FY2013

| State | Number of Agencies | Hours | Employees | Total Wages | Average Hourly Wage |
|----------------------|--------------------|-----------|-----------|--------------|---------------------|
| Alabama | 11 | 1,277,173 | 910 | \$14,886,530 | \$11.66 |
| Alaska | 5 | 196,023 | 246 | \$2,638,581 | \$13.46 |
| Arizona | 9 | 604,066 | 459 | \$7,010,347 | \$11.61 |
| Arkansas | 6 | 260,290 | 374 | \$2,539,874 | \$9.76 |
| California | 45 | 4,333,205 | 3,838 | \$59,046,509 | \$13.63 |
| Colorado | 6 | 447,054 | 534 | \$5,462,400 | \$12.22 |
| Connecticut | 5 | 506,477 | 2,111 | \$7,352,685 | \$14.52 |
| Deleware | 3 | 90,438 | 111 | \$1,146,632 | \$12.68 |
| District of Columbia | 5 | 358,499 | 305 | \$4,968,702 | \$13.86 |
| Florida | 22 | 3,243,237 | 3,403 | \$34,202,354 | \$10.55 |
| Georgia | 14 | 1,320,055 | 1,109 | \$13,764,961 | \$10.43 |
| Guam | 2 | 147,331 | 147 | \$1,291,649 | \$8.77 |
| Hawaii | 6 | 246,799 | 317 | \$3,553,811 | \$14.40 |
| Idaho | 6 | 681,462 | 746 | \$8,735,033 | \$12.82 |
| Illinois | 20 | 817,499 | 955 | \$9,565,677 | \$11.70 |
| Indiana | 15 | 529,607 | 787 | \$4,861,933 | \$9.18 |
| Iowa | 6 | 72,473 | 224 | \$931,407 | \$12.85 |
| Kansas | 3 | 237,712 | 180 | \$2,244,881 | \$9.44 |
| Kentucky | 8 | 375,785 | 617 | \$3,548,157 | \$9.44 |
| Louisiana | 11 | 344,336 | 367 | \$3,484,319 | \$10.12 |
| Maine | 3 | 214,819 | 301 | \$2,565,893 | \$11.94 |
| Maryland | 17 | 3,343,424 | 2,494 | \$40,772,967 | \$12.19 |
| Massachusetts | 9 | 410,075 | 720 | \$5,370,810 | \$13.10 |
| Michigan | 20 | 1,804,236 | 2,152 | \$22,361,737 | \$12.39 |
| Minnesota | 7 | 327,593 | 452 | \$3,356,018 | \$10.24 |
| Mississippi | 9 | 330,246 | 410 | \$3,837,236 | \$11.62 |
| Missouri | 12 | 409,867 | 625 | \$4,731,743 | \$11.54 |
| Montana | 4 | 68,932 | 117 | \$459,918 | \$6.67 |
| Nebraska | 4 | 166,019 | 224 | \$1,600,544 | \$9.64 |
| Nevada | 5 | 235,445 | 447 | \$2,770,796 | \$11.77 |
| New Jersey | 7 | 448,922 | 426 | \$5,420,178 | \$12.07 |
| New Mexico | 6 | 409,111 | 399 | \$4,240,633 | \$10.37 |
| New York | 41 | 2,030,825 | 2,085 | \$29,950,091 | \$14.75 |
| North Carolina | 15 | 2,533,479 | 2,118 | \$26,013,686 | \$10.27 |
| North Dakota | 6 | 138,593 | 290 | \$1,369,916 | \$9.88 |
| Ohio | 20 | 699,092 | 792 | \$8,626,421 | \$12.34 |
| Oklahoma | 4 | 471,955 | 472 | \$5,105,299 | \$10.82 |
| Oregon | 7 | 252,439 | 249 | \$4,446,322 | \$17.61 |
| Pennsylvania | 32 | 1,018,183 | 1,259 | \$12,816,964 | \$12.59 |
| Rhode Island | 3 | 81,658 | 123 | \$991,268 | \$12.14 |
| South Carolina | 15 | 503,641 | 796 | \$5,128,492 | \$10.18 |
| South Dakota | 6 | 176,357 | 155 | \$1,698,193 | \$9.63 |
| Tennessee | 9 | 210,727 | 335 | \$2,247,104 | \$10.66 |
| Texas | 37 | 6,094,332 | 5,352 | \$68,692,917 | \$11.27 |
| Utah | 4 | 205,407 | 161 | \$2,704,943 | \$13.17 |
| Virginia | 24 | 3,588,992 | 3,081 | \$44,440,439 | \$12.38 |
| Washington | 19 | 1,742,789 | 2,132 | \$27,682,721 | \$15.88 |
| West Virginia | 11 | 324,126 | 257 | \$3,393,729 | \$10.47 |
| Wisconsin | 15 | 1,481,442 | 1,488 | \$19,582,297 | \$13.22 |
| Wyoming | 2 | 38,962 | 49 | \$521,760 | \$13.39 |

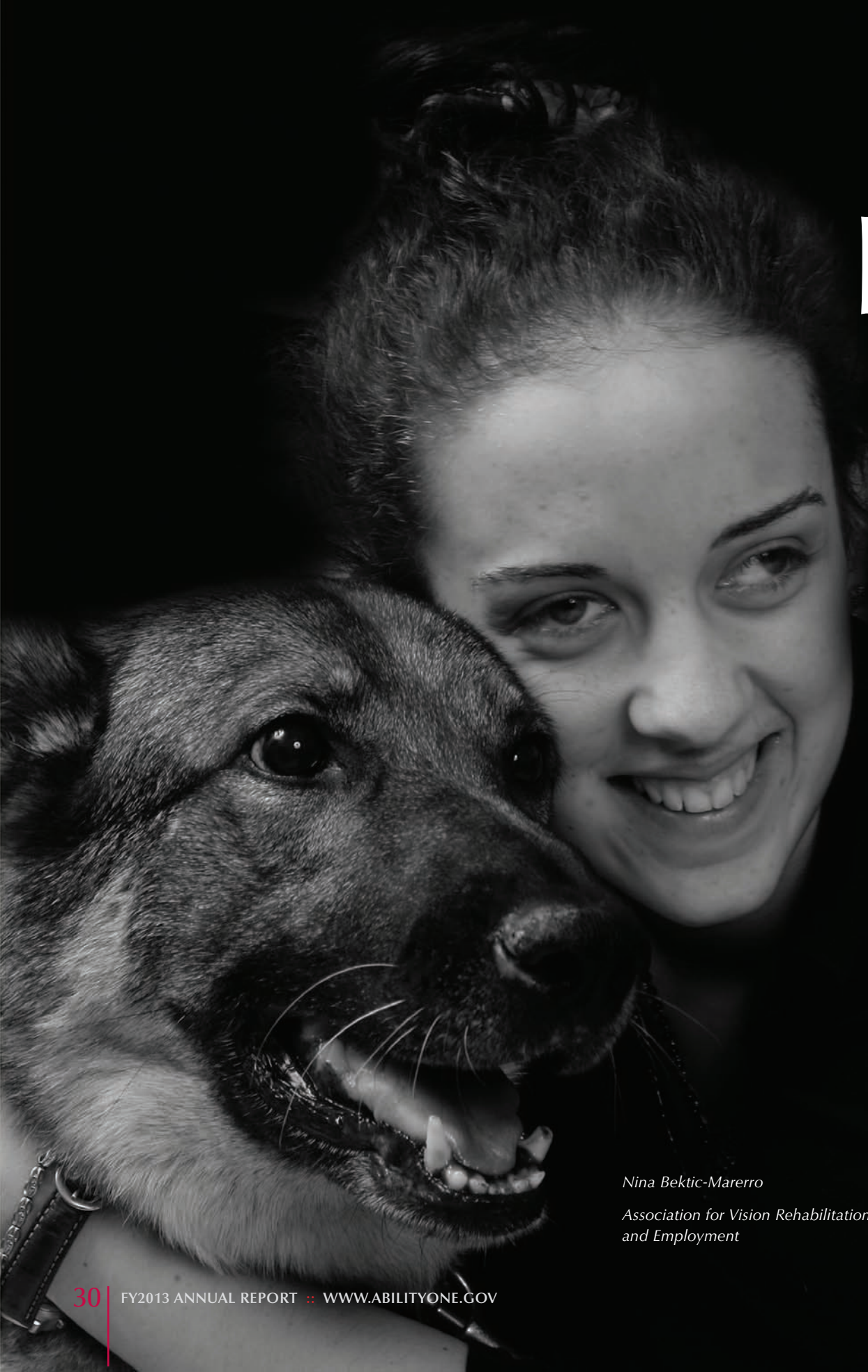
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|--------|-----|------------|--------|---------------|---------|
| Totals | 580 | 45,851,212 | 47,701 | \$554,137,479 | \$12.09 |
|--------|-----|------------|--------|---------------|---------|

ABILITYONE NETWORK



- ★ U.S. AbilityOne Commission Headquarters
- ★ National Industries for the Blind Headquarters
- ★ SourceAmerica Headquarters
- National Industries for the Blind AbilityOne Authorized Providers
- SourceAmerica AbilityOne Authorized Providers



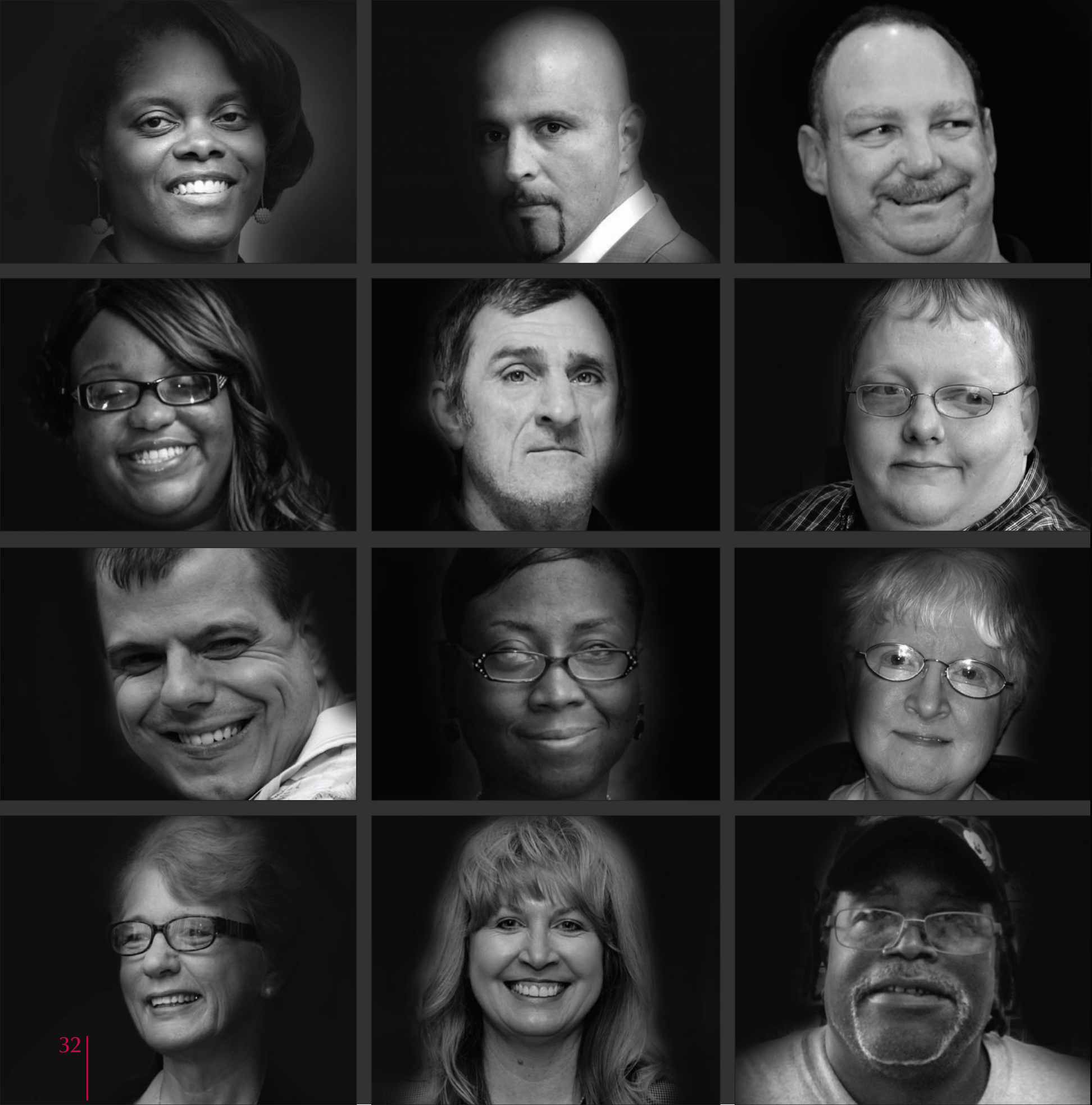


PEOPLE ABOVE ALL

*Nina Bektic-Marerro
Association for Vision Rehabilitation
and Employment*



*Andres Gonzalez
Skookum Educational Programs*



"I urge all Americans to
embrace the
 talents and skills that
 individuals with disabilities
 bring to our workplaces and
 communities..."

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 Didlake, 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

Credit: Official White House Photo by Pete Souza

