

WE ARE ABILITYONE

2014 ANNUAL REPORT

AbilityOne®

PROGRAM



DEAR FRIENDS,

Not unlike most other years, 2014 witnessed 45 major disaster declarations and six declared national emergencies ranging from tornadoes, wildfires and floods to earthquakes, ice jams and landslides.* The chronic and unpredictable nature of such sudden events at home, as well as humanitarian disasters abroad (see the Ebola story on Page 2 and 3), necessitate a perpetual state of readiness by the Federal Government so appropriate action can be taken in a timely manner.

For 76 years, the AbilityOne® Program and its skilled workforce of people who are blind or have significant disabilities have helped Federal contracting officers respond to domestic emergencies and natural disasters. They also fulfill our country's military needs by providing more than 3,000 quality goods and services at fair market value when and where specified.

CUSTOMER ORIENTED

Armed with flexible business solutions and contract options, purchases by Federal customers are facilitated by experts at nonprofit agencies within the AbilityOne network who know Federal acquisition regulations and policies. With decades of experience, they offer need-based staffing as well as negotiable pricing, and know how to meet sudden surge requirements. The AbilityOne team also educates its Federal customers on the AbilityOne procurement process to help them reach their goals and make the most of their procurement dollars.

MISSION FOCUSED

In FY 2014, Federal contracts for products and services created employment opportunities for more than 45,000 people who are blind or have significant disabilities, and accounted for \$558 million in wages paid to employees working on AbilityOne contracts.

Through its network of 565 authorized nonprofit agencies (NPAs), AbilityOne services the needs of the Department of Defense, all branches of the military and more than two dozen civilian agencies.

AbilityOne is there when our customers need us.

THE PEOPLE ARE THE PROGRAM

The AbilityOne Program's performance and reputation stem from the people it serves. People who are blind or have significant disabilities make up *the most underutilized segment* of the American workforce and only have a 30 percent job participation rate. Through the AbilityOne Program, employees are empowered to become self-sufficient by learning new skills, building a support network and earning a paycheck.

For those who may be afforded less than equal opportunity in the commercial job market, the transformation that often occurs once they are employed can be quite remarkable, yet not all that surprising, because what drives those of us without disabilities, also motivates people with disabilities. AbilityOne provides more than just a job; it is the chance for individuals to make decisions affecting their own future, contribute to society and live their lives more independently.

Throughout this report, you will read about some unstoppable AbilityOne Program employees who clearly demonstrate what can be achieved when the determination to succeed is coupled with the right opportunity. Just three of the employees you will meet include:

- **ELIZABETH CLEAR**—Clear works as a custodian for Licking/Knox Goodwill Industries, Inc. in a large facility that houses more than 6,000 customers. Previously lacking self-confidence, she now serves as a trainer and mentor for new employees and proudly uses her experiences to empower the lives of others. (Page 18)

* fema.gov/disasters/grid/year/2014

What drives those of us *without* disabilities, also motivates people *with* disabilities.

- **THERESA CHASE**—Chase’s merchandising talent and organizational skills led to increased sales and expanded employment opportunities for people who are blind at the Seymour Johnson Air Force Base Supply Center, through RLCB, Inc., in Raleigh, North Carolina. (Page 15)
- **JEFF CARVER**—Carver joined InspiriTec, Inc. as a customer care representative. Promoted several times in the last three years and now working as the program manager of the Defense Manpower Data Center at Fort Knox, Kentucky, he supervises 140 employees who answer 40,000 calls monthly. (Page 20)

AbilityOne EMPLOYEES ARE READY

The AbilityOne Program provides its employees with the tools, training and opportunities to support its Federal customers.

And the men and women of AbilityOne respond accordingly, whether driving forklifts or sewing military uniforms, de-obligating and recouping millions of dollars in Federal funds, or providing total facilities management, and much more.

No matter the disability or the cause, each person’s story is different, yet the same.

The people are in place. What we need now is the commitment of our Federal customers so our team can go to work.

Together, we’ll do the rest.

We are AbilityOne.

Sincerely,


NY POLEO
CHAIRPERSON




JAMES M. KESTELOOT
VICE CHAIRPERSON




TINA BALLARD
EXECUTIVE DIRECTOR & CEO



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AbilityOne SUPPORTS EFFORTS TO FIGHT EBOLA

For many years, AbilityOne® Program employees have contributed to the Federal Government's humanitarian assistance efforts in response to domestic and international emergencies. The most recent example is manufacturing specialized products to help contain the Ebola virus.

Defense Logistics Agency (DLA) Troop Support, Philadelphia, Pennsylvania, contacted AbilityOne in October 2014 to determine which products among those needed to support the Ebola effort could be procured through the AbilityOne Program. Two items were identified: impermeable utility aprons, produced by Web-Co Custom Industries, Inc., Marshfield, Missouri; and biohazard bags, produced by Envision, Inc., Wichita, Kansas. Both items will be used to support Operation United Assistance, the Defense Department initiative supporting the U.S. Agency for International Development-led effort to contain Ebola in Western Africa.

The utility apron, which has been protecting mechanics and laboratory technicians when working with chemicals since the early 1990s, is an impermeable, tear-resistant apron made of polyester yarn and coated with vulcanized rubber. DLA Troop





Support ordered 85,000 of these aprons, a significant increase from typical production of about 5,000 per year. The contract typically employs eight people with significant disabilities and ramped-up production will employ an additional 10-12 individuals. To fulfill the contract specifications, Web-Co increased production in early 2015 and plans to ship the aprons in the spring.

Envision Inc., has been manufacturing biohazard bags, also known as isolation bags, since the 1990s. The bags have the biohazard symbol and warnings in English and Spanish. In 2014, Envision supplied over 40,000 cases of biohazard bags to Federal customers. The biohazard bag line of business typically employs 15 people who are blind. As part of the Department of Defense response to the Ebola crisis,

DLA Troop Support requested and received production ramp-up schedules from Envision for biohazard bags. Envision will be ready to provide biohazard bags to aid DLA Troop Support efforts to combat Ebola as needed in the spring and summer of 2015.

Historically, AbilityOne network members have provided much-needed supplies, helped with clean up and rallied to support their customers through natural disasters within the United States, such as hurricanes, tornadoes, floods and fires. AbilityOne employees also provided contact center support, and collected and donated supplies following international disasters such as the 2010 earthquake in Haiti and the earthquake and tsunami in Japan the following year.

Left page: Ebola outbreak in Sierra Leone

Top left: Ebola outbreak in Guinea

Bottom left: Biohazard bags produced by Envision Inc.

Top middle and right: Bobby Peters, Web-Co., Marshfield, Mo., produces impermeable aprons for DLA Troop Support.

HIGHLIGHTS

AbilityOne PROGRAM

NPA RECIPROCAL PURCHASING PROGRAM FORMALIZED

In FY 2014, the efforts of the “G4”—National Industries for the Blind (NIB), SourceAmerica®, National Association for the Employment of People Who are Blind, and the National Council of SourceAmerica Employers—members of the reciprocal purchasing committee and the AbilityOne® Employment Growth Subcommittee reached fruition when NIB and SourceAmerica formalized a reciprocal purchasing program to encourage their respective nonprofit agencies (NPAs) to purchase products and services

from one another. Local NPAs across the country purchased products such as office and cleaning supplies, and contracted for a variety of services, including grounds maintenance and custodial support. Select highlights of the reciprocal purchasing program include:

- A contract worth more than \$100,000 between San Antonio Lighthouse for the Blind in San Antonio, Texas and SourceAmerica associated agencies TRDI, Inc. (for grounds maintenance) and E.Q.U.I.P. Enterprises, Inc. in San Antonio, Texas (for custodial services) that supports 10 jobs.
- A custodial contract between Cincinnati Association for the Blind and Visually Impaired and Ohio Valley Goodwill Industries, both located in Cincinnati, Ohio.
- Creation of at least 20 jobs supporting aerospace finishing and parts manufacturing through a partnership between The Lighthouse for the Blind, Inc., Seattle, and SourceAmerica associated agencies Skills Inc. in Auburn, Washington and Chinook Enterprises in Mount Vernon, Washington.

*Below:
Rolando Rios, an employee of WTS Facility Solutions, provides custodial services at the Eads Avenue building of San Antonio Lighthouse for the Blind.*



AbilityOne EXPANDS HEALTHCARE HOUSEKEEPING SERVICES

AbilityOne launched three new healthcare housekeeping contracts in support of the U.S. Army Medical Command (MEDCOM) at Fort Polk, Leesville, Louisiana, Joint Base Lewis McChord (JBLM), Washington and the Presidio, Monterey, California. Together, these contracts account for the largest AbilityOne project for FY 2014.

Fort Polk is home to the Bayne-Jones Army Community Hospital (BJACH) where Enterprise Professional Services, Inc. (EPSI) of Austin, Texas employs nearly 40 people with significant disabilities. The EPSI team cleans this seven-floor, general medical and surgical hospital as well as several satellite clinics.

HHI Services, Inc. of San Antonio, Texas provides healthcare housekeeping for Madigan Army Medical Center at JBLM and the Presidio of Monterey. Madigan is the U.S. Army's second largest medical treatment facility and a Level II trauma center, encompassing more than 1.3 million sq. ft. spread across more than 40 buildings. At the Presidio, HHI

Left: Phoysonphou ("Ploy") Loonmai, Enterprise Professional Services cleans a patient room at Bayne-Jones Army Community Hospital at Fort Polk.

also services multiple health clinics, a dental clinic, an animal hospital, and a large foreign language education center.

The Madigan contract initially created 54 full-time equivalent jobs for people with significant disabilities and is expected to reach 124 during a one-year transition period. By the end of the phase-in, HHI will also service an annex and several clinics located on the Joint Base and off-site facilities in Puyallup and Olympia, Washington.

Like all other MEDCOM healthcare house-keeping contracts, EPSI and HHI adhere to green cleaning practices in accordance with Cleaning Industry Management Standards for Green Buildings.

NONPROFIT AGENCY PARTNERS WITH COMMERCIAL COMPANY FOR NEW LAUNDRY CONTRACT

Wiregrass Rehabilitation Center (WRC), Inc., Dothan, Alabama, began providing laundry services for the Department of Veterans Affairs (VA) Medical Centers in Nashville and Murfreesboro, Tennessee, as well as a VA clinic in Chattanooga, Tennessee. WRC will process about two million pounds of laundry annually, and distribute the linens to nursing and ancillary areas while stocking approximately 130,000 items daily.

For this contract, WRC entered into a Cooperative Agreement with Industry to lease equipment and space from a commercial enterprise. The result: WRC's employees with significant disabilities perform the laundry services in a state-of-the-art facility at an ideal location, and meet the stringent requirements of VA Medical Center laundry operations.

The contract began in April 2013 through the Federal Supply Schedule and converted to AbilityOne on Oct. 1, 2014, creating 16 full-time-equivalent jobs for people with significant disabilities.

AbilityOne BASE SUPPLY CENTER NETWORK GROWS

Since their launch in 1995, AbilityOne Base Supply Centers (BSCs) have become vital partners to the military and Federal Government employees they serve. BSCs also provide an important distribution link for SKILCRAFT® and other AbilityOne products. In FY 2014, the BSC network grew to 152 stores with the addition of three new retail locations operated by authorized AbilityOne NPAs: Clay National Guard Center, Marietta, Georgia, operated by LC Industries; Keesler Air Force Base, Biloxi, Mississippi, also operated by LC Industries; and Tobyhanna Army Depot, Tobyhanna, Pennsylvania, operated by Central Association for the Blind and Visually Impaired (CABVI) in Utica, New York.



Top: Dexter Carter, WRC, provides laundry services for the Department of Veterans Affairs.

Left: Dustin Sova, HHI Services, Inc., loads supplies to be delivered to housekeeping closets throughout the facility at Madigan Army Medical Center.



Top left: Pictured left to right at the Tobyhanna ribbon cutting: Mark Buonomo, Tobyhanna Army Depot contract specialist; Rudy D'Amico, president and CEO of CABVI; Tommy Thomas, BSC director, NIB; Col. Gerhard P.R. Schröter, Tobyhanna Army Depot commander; Judy Haff, Tobyhanna Army Depot chief of contracting; Toby Pickett, Tobyhanna Office Express manager; and Frank Zardecki, Tobyhanna Army Depot deputy commander.

Top right: Contract Management Support team members at Fort Belvoir, pictured left to right: VIB employees Christopher Cooper, contract closeout specialist; Isatu Barrie, general clerk II; Peggy Jackson, contract closeout specialist; and Douglas Bowman, contract closeout specialist, with Nancy Heimbaugh, director, DLA Acquisition Management; Anna Ferguson, site manager, VIB; and Sarah Allan, contract closeout specialist, VIB.



CMS TRAINING PROGRAM REACHES MILESTONE

In January 2014, the Contract Management Support (CMS) Training Program reached a historic milestone when Douglas Bowman became the program's 100th placement. Bowman was hired by Virginia Industries for the Blind (VIB) as a contract closeout specialist in support of the Defense Logistics Agency at Fort Belvoir, Virginia.

Bowman has Stargardt disease, a form of macular degeneration characterized by loss of central vision and low visual acuity. "I was diagnosed when I was seven

years old," he explained. "Since then, my vision declined from 20/20 to 20/800, but is stable now." Bowman credits NIB with helping him achieve career success. "When the team at [Fort] Belvoir asked me to fill a vacancy, NIB was there to get me the pre-job training I needed so I could hit the ground running my first day."

Since January, 35 additional training program participants have been placed in careers in contract management with eight AbilityOne authorized providers, and Federal and civilian agencies, including the U.S. Air Force, Department of Veterans Affairs and others.

NEW PRODUCTS

Growth of almost any organization hinges on developing and offering new products and services to its customers. The following items were among those added to the AbilityOne Procurement List in FY 2014.

New Office Products



STANDARD STAPLES:

Offer dependable, easy stapling with less jamming. Produced by Winston-Salem Industries for the Blind in North Carolina.



HANGING CLASSIFICATION FILE FOLDERS:

Made using 60 percent total recycled fiber, including 30 percent post-consumer recycled materials. Produced by Clovernook Center for the Blind and Visually Impaired, Cincinnati, Ohio.

New Maintenance and Repair Operations Products



GLOBAL HARMONIZED SYSTEM COMPLIANCE CENTERS AND SAFETY DATA SHEET ORGANIZING BINDERS:

Support compliance with requirements in Occupational Safety and Health Administration HazCom 2012. Produced by ABVI-Goodwill in Rochester, New York.



PRO-GRADE SCREW-DRIVERS:

Feature a solvent-resistant, textured ergonomic handle with thumb stop for ultimate torque with less slippage. Produced by Industries for the Blind, Milwaukee, Wisconsin.



PRO-GRADE SOCKET SETS:

Made of high-grade chrome nickel steel and carry a lifetime limited warranty. Produced by Beyond Vision, Milwaukee, Wisconsin.

New Janitorial and Sanitation Products



CALCIUM LIME REMOVER:

Eliminates built-up mineral deposits and eradicates rust stains. Produced by Lighthouse for the Blind, St. Louis, Missouri.



DUCKSORB HAZARDOUS MATERIAL ABSORBENT:

A USDA BioPreferred product—repurposed from forestry and agricultural industry waste—that outperforms premium clay absorbents by more than 300 percent. Produced by San Antonio Lighthouse for the Blind, Texas.



3-COMPARTMENT DISPOSABLE PLATES:

Water- and grease-resistant plates that meet Food and Drug Administration requirements. Produced by Lighthouse Louisiana, New Orleans.

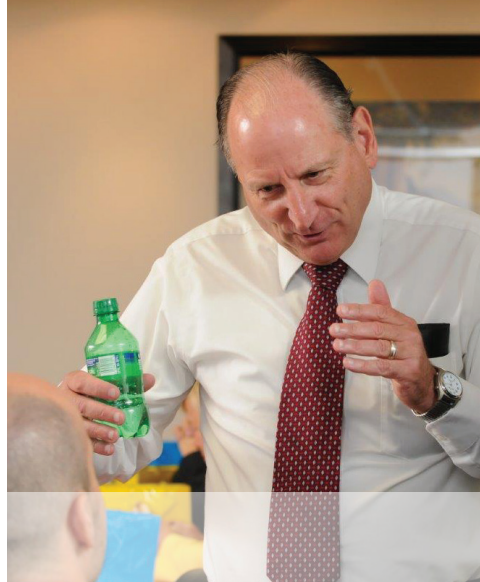
U.S. AbilityOne COMMISSION

- The AbilityOne Commission® (Commission) updated its Strategic Plan for 2014–2017 and established four main goals with related objectives. The Commission members along with many executives from across the AbilityOne Program network—including NIB, SourceAmerica and local nonprofit agencies—participated in “Big Tent” meetings to determine the plan’s four major goals: Effective Stewardship, Employee and Customer Satisfaction, Employment Growth and Business Excellence. In turn, the Commission identified four top priorities for its objectives, which include shortening Procurement List cycle time, removing self-imposed barriers, developing new lines of business and strengthening program advocacy.
- FY 2014 ended with the Commission having a full complement of appointees, thus ensuring a more dynamic and effective administrative body.
- More than 95 percent of the nonprofit agencies participating in the AbilityOne Program met the statutory requirement that their overall direct labor ratio exceed 75 percent.

Left: Commission members routinely recognize AbilityOne employees during site visits. In this photo, Vice Chairperson Kesteloot presents an AbilityOne challenge coin to Steve Allen, a Blind Industries and Services of Maryland employee. Allen has worked in the textiles cutting department, cutting fabric for the Army Combat Uniform.

Right: Chairperson J. Anthony Poleo delivers a presentation to Commission members.





Above: Commission members and staff at work. Left to right, U.S. AbilityOne Commission Chairperson J. Anthony Poleo with Executive Director and CEO, Tina Ballard; Vice Chairperson and Private Citizen, James M. Kesteloot; Private Citizen and Commission member, Robert T. Kelly, Jr.

- The Definition, Suitability and Process (DSP) Review Group continued its work to strengthen the AbilityOne Program and the Procurement List decision process. The Commission launched this initiative in response to a 2013 Government Accountability Office report about AbilityOne. The DSP group facilitators reported status updates at the Commission member executive session held in Arlington, Virginia on July 10, 2014. The meeting served as a feedback forum on Commission efforts thus far and prompted discussion of how best to move forward.
- As stewards of the AbilityOne Program, Commission members protect and advocate on behalf of our program and the people it is meant to serve. In 2014, for example, Chairperson Tony Poleo arranged for a presentation to Department of Defense chief financial officers to explain the benefits of using AbilityOne contract management services. Other Commission members visited work sites and nonprofit agencies around the country to observe program operations firsthand. Additional results of leadership provided by the Commission chairperson and vice chairperson included the signing of a reciprocal purchase agreement between our two Central Nonprofit Agencies (CNAs), NIB and SourceAmerica, as well as memos of support from the Army, Air Force and other Federal agencies.

- AbilityOne continued to foster participation in the Quality Work Environment (QWE) initiative. By the end of the fiscal year, 66 percent of NIB-affiliated nonprofit agencies (NPAs) and 83 percent of SourceAmerica-affiliated nonprofit agencies completed the QWE self-assessment. In addition, 62 percent of NIB NPAs and 74 percent of SourceAmerica NPAs developed action plans. For 2015, the goal is to have 100 percent of NIB-AbilityOne Program employees and 95 percent of SourceAmerica-AbilityOne Program employees covered by agency action plans.



Above: AbilityOne Program Magazine, October 2014.

PROGRAM STRUCTURE

COMMISSION MEETING DATES

OCTOBER 11, 2013

NATIONAL HARBOR, MARYLAND
CANCELED—GOVERNMENT
CLOSURE

FEBRUARY 13, 2014

ARLINGTON, VIRGINIA
CANCELED—GOVERNMENT
CLOSURE

MARCH 20, 2014

ARLINGTON, VIRGINIA

MAY 7, 2014

SAN DIEGO, CALIFORNIA

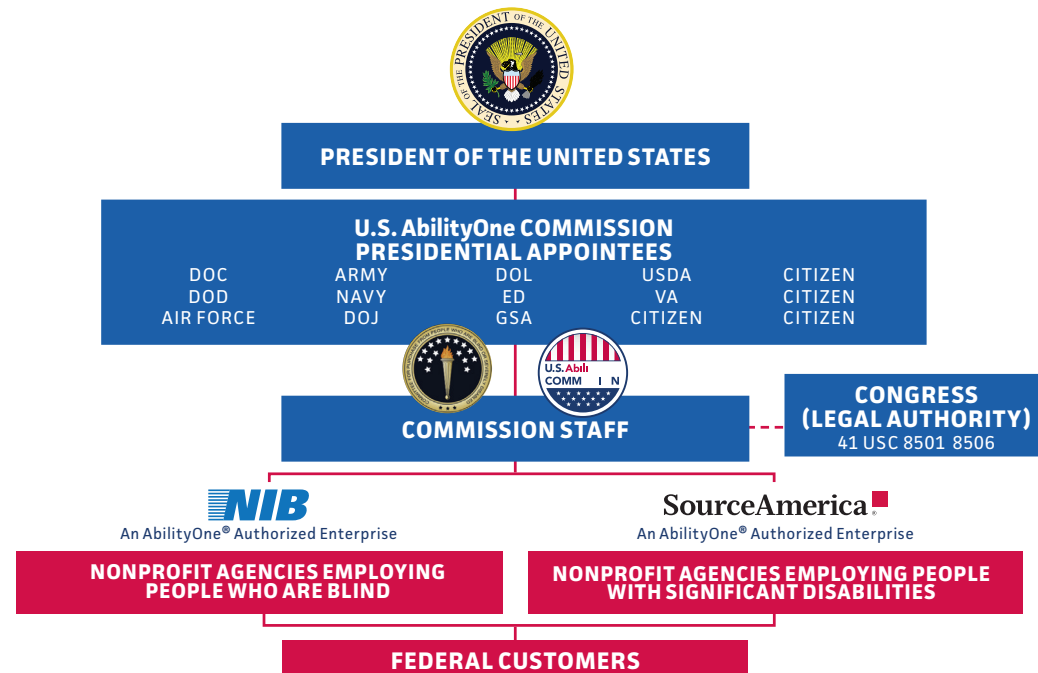
JULY 10, 2014

ARLINGTON, VIRGINIA

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 significant 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 significant disabilities. The Commission is supported by an Arlington, Virginia-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 more than 560 nonprofit agencies (NPAs)—create employment opportunities for more than 45,000 people who are blind or have significant disabilities through the AbilityOne Program.

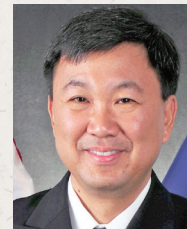
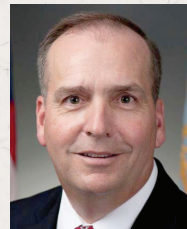
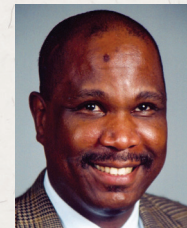


PRESIDENTIAL APPOINTEES

**J. Anthony Poleo
(Chairperson)**
*Chief Financial Officer, Defense
Logistics Agency*
DEPARTMENT OF DEFENSE



**James M. Kesteloot
(Vice Chairperson)**
PRIVATE CITIZEN



CENTER

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

Robert T. Kelly, Jr.
PRIVATE CITIZEN

Paul M. Laird
*Regional Director, North
Central Regional Office*
FEDERAL BUREAU OF
PRISONS

Anil Lewis
PRIVATE CITIZEN

Kathleen Martinez
*Assistant Secretary for
Disability Employment Policy*
DEPARTMENT OF
LABOR

BOTTOM

Karen J. McCulloh
PRIVATE CITIZEN

Thomas D. Robinson
*Associate Deputy Assistant
Secretary (Contracting)*
DEPARTMENT OF THE AIR
FORCE

William Sisk
*Deputy Commissioner Federal
Acquisition Service*
GENERAL SERVICES
ADMINISTRATION

Lisa M. Wilusz
*Director of the Office of
Procurement and Property
Management*
DEPARTMENT OF
AGRICULTURE

Virna L. Winters*
*Director for Acquisition Policy
and Oversight*
DEPARTMENT OF
COMMERCE

**Rear Adm.
Jonathan A. Yuen****
*Commander, Naval Supply
Systems Command and 47th
Chief of Supply Corps*
DEPARTMENT OF THE NAVY

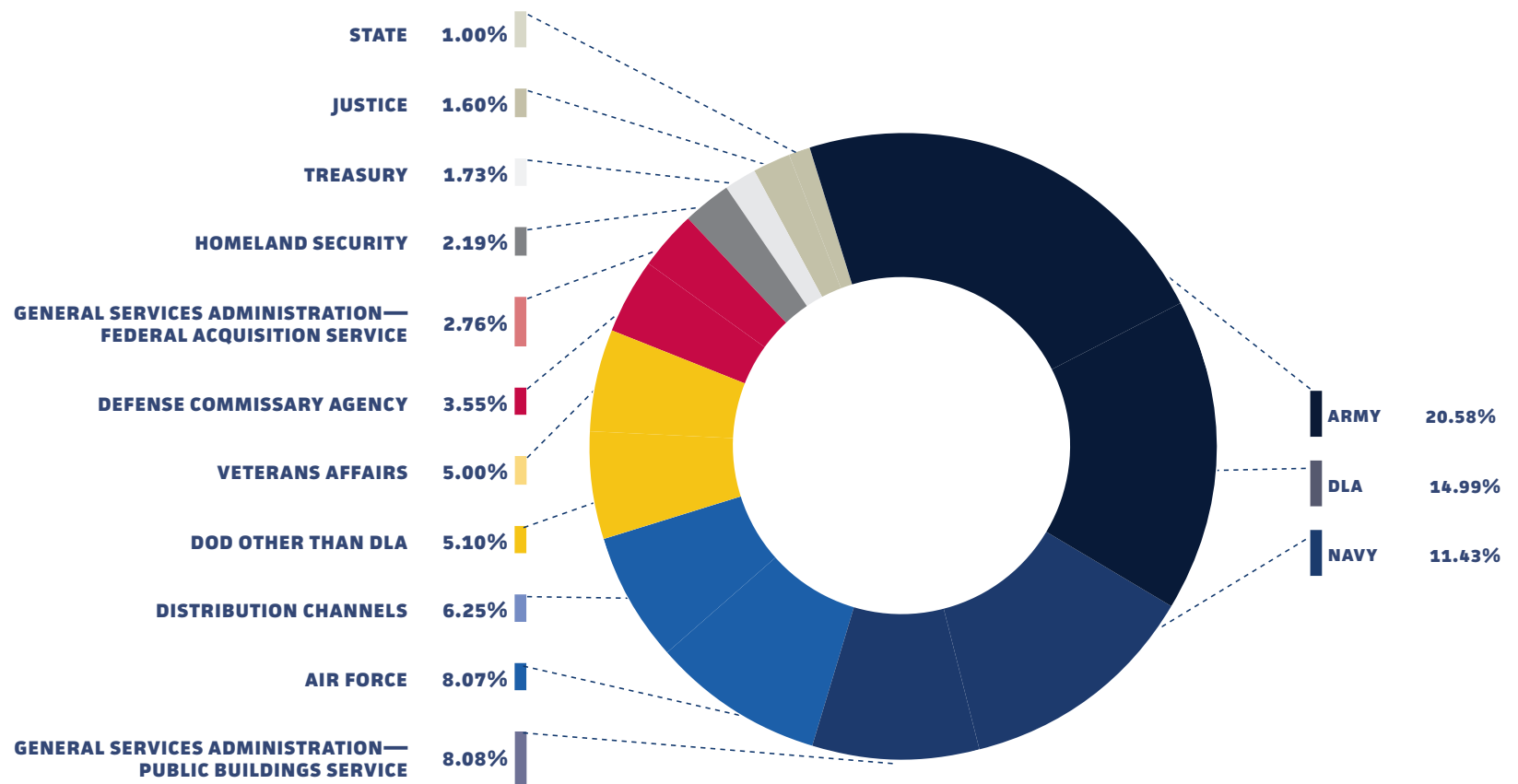
* APPOINTED AUGUST 2014
**APPOINTED JULY 2014

STATISTICS

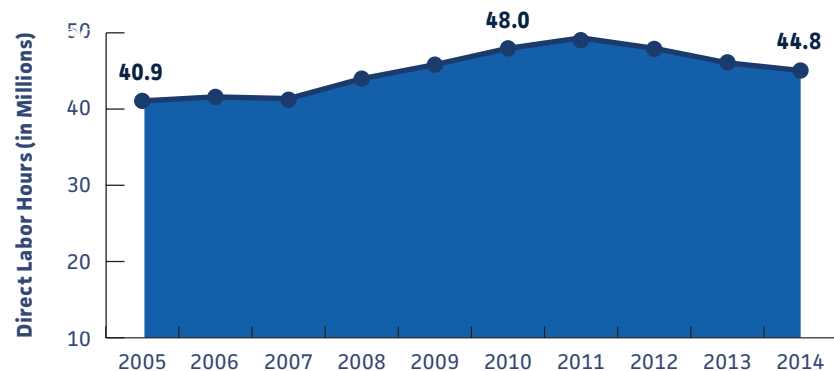
Tight Federal budgets throughout FY 2014 presented a continuing challenge to the AbilityOne® Program in creating and maintaining jobs for people who are blind or have significant disabilities. Although the year saw reduced numbers of people employed through the program

as well as lower direct labor hours worked by these same individuals, there were bright spots. AbilityOne sales and total wages paid to AbilityOne Program employees increased, as did the average hourly wage, growing from \$12.09 to \$12.44.

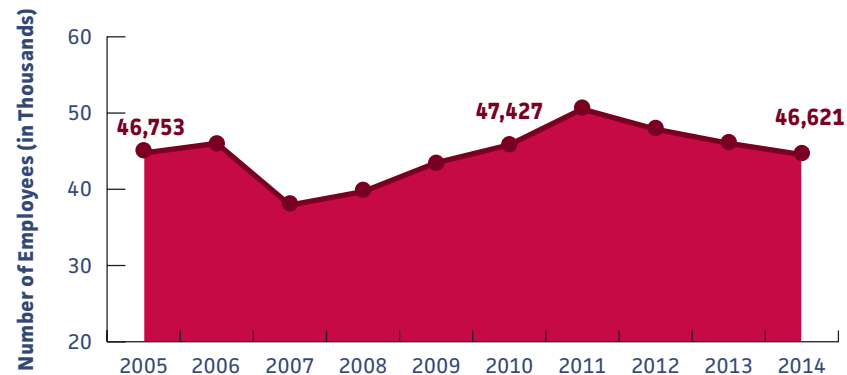
FY 2014 SALES BY GOVERNMENT AGENCY



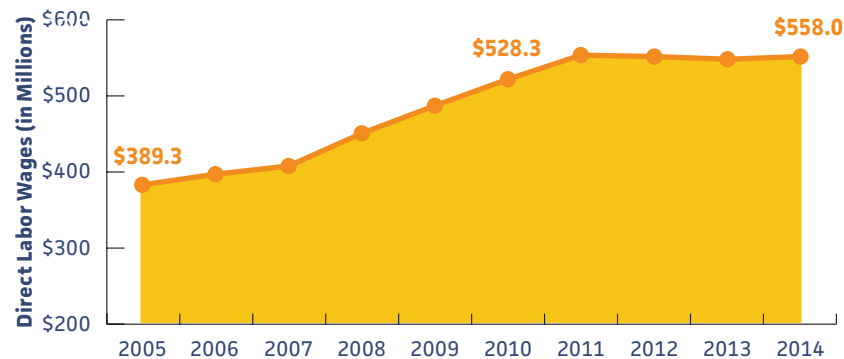
AbilityOne DIRECT LABOR HOURS



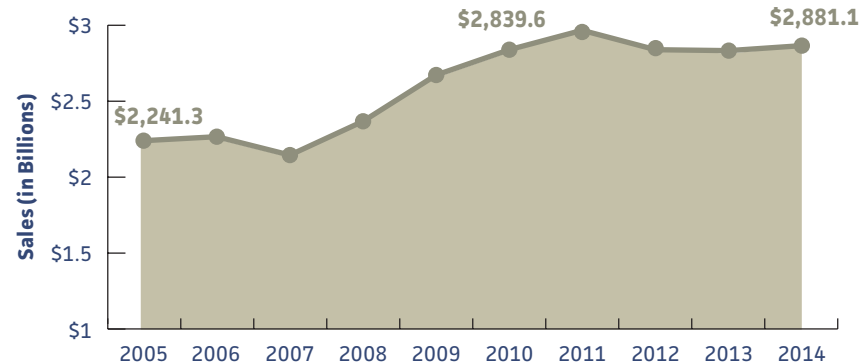
AbilityOne EMPLOYEES



AbilityOne WAGES



AbilityOne SALES



WE ARE AbilityOne

For 76 years, the AbilityOne® Program has served the nation, its uniformed services, and civilian Federal agencies by creating job opportunities for people who are blind or have significant disabilities. The rationale for the program and the reason for its success are one in the same: the people.

To succeed in the working world every employee must bring certain qualities to the job. AbilityOne employees are no exception. With minimal accommodation, many become star performers. Here are just a few.





THERESA CHASE

STORE CLERK
RLCB INC.
RALEIGH, NORTH CAROLINA

**“I never thought I would work on a base, but it’s cool.
I get to be around people who defend our country.”**

Theresa did not let her premature retinopathy stand in the way of her success. Her talent for merchandising and organizing has increased sales and productivity at RLCB’s AbilityOne Base Supply Center (BSC) on the Seymour Johnson Air Force Base in North Carolina. Chase’s managers say she improved the appearance of the BSC and Individual Equipment Element 100 percent, and the resulting increase in revenue has led to expanded opportunities for other people who are blind. In addition, she has a knack for HTML coding and spends much of her time building websites and blogs for friends.

Outside of work, Chase is a competitive Irish Step dancer and an accomplished cook who helps out in her family’s catering business. ★

MICHAEL DOUGLAS

INFORMATION SPECIALIST
ENVIRONMENTAL PROTECTION AGENCY (EPA)
ASSOCIATION FOR THE BLIND AND
VISUALLY IMPAIRED (ABVI)
ROCHESTER, NEW YORK

“The reason I have stayed at ABVI for as long as I have is because the organization has made things available, as well as accessible, to empower me to do my job well.”

Michael Douglas, who is legally blind as the result of a childhood illness, has never missed a day of work since joining ABVI in 2003. Douglas is one of four information specialists staffing the agency’s first national contact center initiative with the U.S. Environmental Protection Agency (EPA). The call center provides an information hotline for businesses, government agencies, and the general public about lead-based paint and lead poisoning. Douglas has been instrumental in helping ABVI obtain two more call center contracts with the EPA, one providing information about the Toxic Substance Control Act, and the other providing information on trainers, companies and individuals certified in lead paint removal and remediation. Douglas is also active in his church as a Deacon board member and musician.

“This was new ground we were breaking,” said Douglas. “Yes, the beginning stages were somewhat intense, but all in all, it has become a labor of love knowing that we are contributing to the safety and well-being of children and adults throughout North America.” ★





JOHN R. JONES

UTILITY ASSEMBLER
CROSSROADS INDUSTRIAL SERVICES
INDIANAPOLIS, INDIANA

“I feel very grateful that Crossroads has provided me with a steady stream of employment over the years, which has allowed me to recently move to a very nice apartment in a better neighborhood... I am also extremely proud of the contributions we have been able to make to the U.S. Army warfighter. This contract has required us to put our best foot forward.”

John Jones is known for his perseverance, hard work, infectious smile, outgoing nature and positive “can do” attitude. Having a mild intellectual/developmental disability did not stop him from exceeding expectations throughout childhood nor as an adult. Today, he is a valuable team member of AbilityOne NPA Crossroads Industrial Services. At one point homeless and living in a shelter, Jones worked hard to realize his goal of living independently. He joined Crossroads nearly 20 years ago and currently produces combat ID panels, which are mounted on military ground vehicles to distinguish them from the enemy and reduce friendly fire incidents on the battlefield. His primary job on the combat ID panel project is applying tape—a job that requires great attention to detail and eye-hand coordination—and he also performs assembly, boxing and kitting. Outside of work, he participates in community work through church, enjoys singing and shopping, and collects vinyl record albums. ★

ELIZABETH CLEAR

CUSTODIAN

DEFENSE FINANCE AND ACCOUNTING SERVICE (DFAS)

LICKING/KNOX GOODWILL INDUSTRIES, INC.

NEWARK, OHIO

“I used to hate to go to work. I was never treated with respect and dignity and often felt humiliated... I just never seemed to fit in. Now, I love my job. I was recently off ill and while lying in bed all I could think about was going back to work. The staff of Licking/Knox Goodwill and my customers at DFAS treat me so well and I have gained dignity that was missing from my life.”

Elizabeth Clear is a custodian working on an AbilityOne contract for DFAS at a large eight-story facility that houses more than 6,000 customers. In addition to her daily cleaning responsibilities, she serves as a trainer and mentor for new employees, helping ensure they have the support and training they need to succeed—just like the support she received shortly after joining the organization in 2009. Clear came to Licking/Knox Goodwill Industries with self-esteem issues and a feeling of hopelessness. She was born with significant hearing loss and did not want to admit she never learned American Sign Language (ASL). When she later told her supervisors, they encouraged her to take classes. She learned ASL and has excelled ever since. Now known as a very positive, upbeat individual, she proudly tells her story and uses her experiences to empower the lives of others. ★





JAMES MARTIN

CUTTER OPERATOR
ARKANSAS LIGHTHOUSE FOR THE BLIND
LITTLE ROCK, ARKANSAS

When Martin was asked what it meant to him to be the Arkansas Lighthouse for the Blind employee of the year, he said, “This past year has been such an amazing experience. I work with so many wonderful, dedicated and hardworking people it has truly been an honor to be recognized as employee of the year.”

James Martin jokes that he’s “proud he still has all 10 fingers” after more than 30 years working with large, sharp paper cutting blades as a cutting operator in the paper department at the Arkansas Lighthouse for the Blind. Martin’s knowledge of the SKILCRAFT® spiral notebooks he manufactures makes him a great asset to the paper department. In addition to being a hardworking employee, Martin is an avid reader, completing 20–30 audio books a month. He is also a music buff, with a collection of more than 3,000 vinyl records and 1,000 CDs from a variety of music genres. ★

CHARQUILLA MCGAFFENY

RANGE TRAINING SCHEDULER
CALIDAD INDUSTRIES
OAKLAND, CALIFORNIA

“Before I started working here, I suffered from low self-esteem and lack of self-confidence because people tended to look at my disability and not me as a person... Calidad did not just give me a job; it gave me a chance to reclaim my life. Thanks to this agency, I have been able to rebuild my credit, obtain a government security clearance, make a decent wage with healthcare benefits and really start to rebuild me.”

As the range training scheduler for Parks Reserve Forces Training Area, Charquilla McGaffeny meets and greets the troops, visiting Air Force Reserve Officer Training Corps units and other range use guests. She aids them in scheduling use of the training facilities, range spaces, target units and classrooms. She also creates a number of reports and maintains the scheduling database. Employed by Calidad since May 2003, she previously worked as a purchasing clerk, mail room clerk, training scheduler and maintenance scheduler.

An active member of Little People of America, McGaffeny is 51 inches tall, but as her supervisor notes, “Her personality adds at least another foot!” McGaffeny is a natural leader, serving as one of Calidad’s inaugural Quality Work Environment initiative committee members, and she consistently seeks ways to promote self-advocacy among her colleagues.

She has an associate’s degree from Heald College in Computer Applications/Accounting Management. She is active in her church and has performed in several plays in a local theater. ★





SANTIAGO "PETE" FLORES

MANUFACTURING LEAD
SAN ANTONIO LIGHTHOUSE FOR THE BLIND
SAN ANTONIO, TEXAS

"When my sight got worse and I was unable to do the job I was doing at another company, the AbilityOne Program gave me the opportunity of a place to work so I could provide for my family. The AbilityOne Program has allowed me to grow professionally and I now run the cutting department at the San Antonio Lighthouse."

Santiago "Pete" Flores began his career at the San Antonio Lighthouse for the Blind working the night shift as a machine operator while in high school. Despite being born with optic atrophy, Flores earned an associate's degree in architectural drafting and has coupled this education with Lighthouse-sponsored technical courses to advance to his current position. As manufacturing lead for the Computer Numerical Control Lectra Cutter, Flores is responsible for the timely cutting and material utilization of millions of dollars' worth of high-end military fabrics. Flores also gives back to the community as a volunteer with a local youth poetry group, a facilitator at church fundraisers and a member of Lighthouse's morale committee. ★

LAVERNE GOODRIDGE

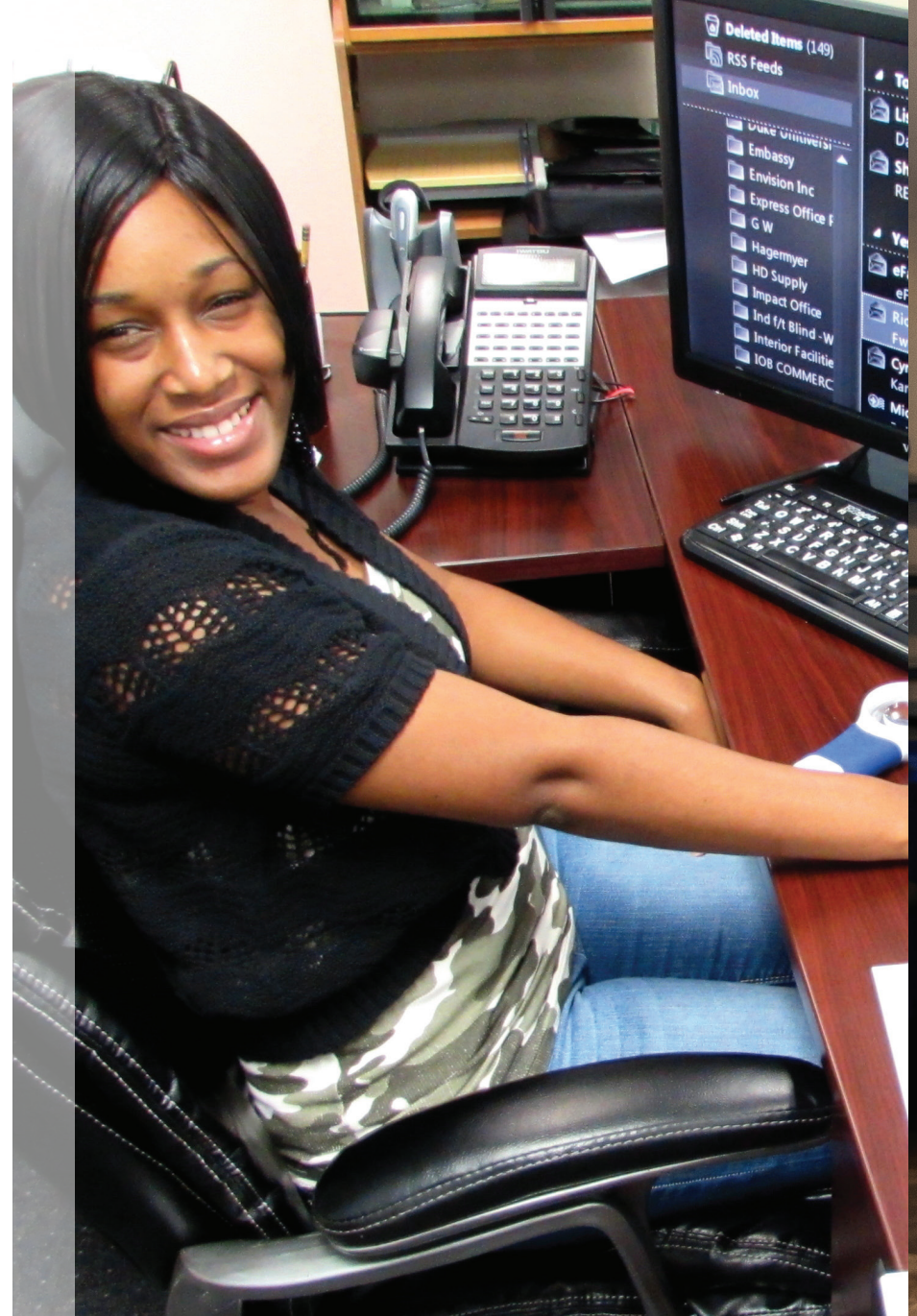
CUSTOMER SERVICE ASSISTANT
INDUSTRIES OF THE BLIND INC.
GREENSBORO, NORTH CAROLINA

“Walking across that [graduation] stage is the proudest moment in my life. My sister says, ‘It’s not the time it took, it’s the fact you did it.’”

Nicknamed “Dr. Phil” by her coworkers, Laverne Goodridge joined Industries of the Blind Inc. as a packer in the parachute department and quickly advanced. Goodridge, who was diagnosed with retinitis pigmentosa at age 19, holds a degree in psychology from the University of North Carolina at Greensboro.

Goodridge’s current position as a customer service assistant is a perfect fit because it allows her to do what she has always wanted to do—help people solve their problems. Goodridge remembers the day she went in for her third—and last—interview. “When I came in, I knew they were going to tell me I didn’t get the job. I was sure they had chosen someone else,” said Goodridge. Instead, she was offered the position on the spot.

Goodridge is considering pursuing a master’s degree in human resources administration or nonprofit management. She would like to remain with the agency and hopes to move into a position in the human resources department. ★



MICHAEL EICHSTEADT

OFFICE MANAGER
GOODWILL INDUSTRIAL SERVICES CORPORATION
COLORADO SPRINGS, COLORADO

“Getting back to work and especially being allowed to work in a position of trust has greatly reduced my PTSD symptoms. I wish more companies would give other wounded warriors a chance.”

Michael Eichsteadt retired from the U.S. Army following 19 years of service, including three combat tours, after being diagnosed with Post-Traumatic Stress Disorder (PTSD). In March 2012, he joined Goodwill Industrial Services Corporation as an assembler, folding clean linens. He was promoted three times over the next two and a half years—to tunnel washer operator, shipping supervisor and his current role as office manager. In this position, he invoices customers, orders supplies and helps track production in support of Goodwill’s laundry business, which includes AbilityOne customers such as Air Force, Army and Veterans Affairs customers. Eichsteadt leverages skills he learned in the military—record maintenance, organization, attention to detail and leadership—to excel in his job. He is also an active participant in the Army Wounded Warrior Program. ★



JEFF CARVER

PROGRAM MANAGER
DEFENSE MANPOWER DATA CENTER (DMDC)
CONSOLIDATED CONTACT CENTER
INSPIRITEC, INC.
FORT KNOX, KENTUCKY

“This job has given me a real sense of accomplishment by providing me a chance to take care of others again like I did in the Army. I’m not just sitting around the house feeling sorry for myself. I hope other disabled vets will hear my story and see what’s possible.”

Unemployed for five months after leaving the Army with service-related spine and neck injuries, Jeff Carver joined InspiriTec in September 2011. As a customer care representative (CCR) for the U.S. Army’s Human Resources Service Center (HRSC), Carver used his military experience to assist callers with military benefits related questions. He was quickly promoted to lead CCR, then to program manager of the HRSC and later to personnel security assurance program manager. Promoted again to DMDC program manager, he is currently responsible for 140 employees who answer 40,000 calls monthly. By the spring of 2015, he anticipates managing 250 employees who will answer more than 100,000 calls monthly. Carver has an associate’s degree in general studies and is currently pursuing a bachelor’s degree in human resources. Despite his increasing work and educational responsibilities, he always makes time to provide career guidance and support for other wounded warriors. ★





**WE ARE RELIABLE
WE ARE ADAPTABLE
WE ARE CAPABLE
WE ARE UNSTOPPABLE
WE ARE
AbilityOne.**

AWARD RECIPIENTS



E.R. "Dick" Alley Career Achievement Award recipient Vicki Taft.

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.

MS. VICKI TAFT

*Section Chief, Base Support Section,
Tinker Air Force Base
Department of the Air Force*

For more than 25 years, Taft has worked to procure service contracts that employ people with disabilities at Tinker Air Force Base in Oklahoma. She has also actively worked to promote base purchasing of SKILCRAFT® products. As a result of her efforts, more than 350 people who are blind or have significant disabilities, including service-disabled veterans, were able to find meaningful

employment at Tinker. She is the driving force behind the expansion of AbilityOne services at Tinker and other bases across the country, whose commanders she has helped educate about the program. Most recently, she invited AbilityOne representatives to attend the March 2014 Tinker "Industry Day" to further encourage procurement of AbilityOne products and services. Taft has been instrumental in creating jobs for several lines of business at numerous locations, and involving both NIB and SourceAmerica® nonprofits and the people they serve.

FDR AWARD FOR LEADERSHIP AND SERVICE

This award recognizes sustained, extraordinary accomplishment related to the agency and the AbilityOne Program. This award honors an outstanding leader who consistently demonstrates integrity and a relentless commitment to public service. The award is given sparingly, and may be presented to a current or former member of the Commission or staff.

MR. E. ROBERT CHAMBERLIN (REAR ADMIRAL, RET.)

*President and CEO
SourceAmerica*

Among Chamberlin's notable achievements, as Rear Admiral and Principal Deputy Director of the Defense Logistics Agency (DLA), he served as the Department of Defense Commission member from 1998–1999. During his time on the Commission, he encouraged DLA to market AbilityOne and SKILCRAFT products, and provided a high level of support for educational and promotional AbilityOne events, small business fairs, and other

procurement conferences. He became President and CEO of SourceAmerica in 2000 and encouraged the development of two new brands (AbilityOne and SourceAmerica), a new program website, national advertising campaigns, and grassroots advocacy conferences. Under his leadership, SourceAmerica also focused on developing strategic business lines and fostering customer partnerships in areas such as secure document destruction, warehouse and distribution, fleet management, total facilities management, secure mail and laundry services. Chamberlin retired from SourceAmerica in January 2015 after 15 years of service.



U.S. AbilityOne Commission Chairperson J. Anthony Poleo (right), with Vice Chairperson James M. Kesteloot (left), presented the FDR Award for Service and Leadership to recipient E. Robert Chamberlin (center).



Chairperson J. Anthony Poleo (right) and Vice Chairperson James A. Kesteloot (left) with recipient Billy Sparkman (center).

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.

MR. BILLY SPARKMAN

*Executive Director
Alabama Industries for the Blind*

Billy Sparkman has provided vocational rehabilitation services and job opportunities to people who are blind for more than 40 years, including the last 20 years in his role as executive director of Alabama Industries for the Blind (AIB). Among his notable achievements, AIB has become a \$30 million retail and manufacturing organization, employing 320 staff and production employees, including 210

who are legally blind. Under his leadership, AIB expanded into several new lines of business, such as manufacturing toner cartridges. Furthermore, he has been innovative in leading the development of service-related jobs for people who are blind; AIB now performs mailroom operations, operates base supply centers at three bases, and participates in a manufacturing and development contract for the U.S. Army's Research, Development and Engineering Command. Sparkman also actively participates in the Quality Work Environment Steering Group.



Vice Chairperson James A. Kesteloot (left) and Executive Director and CEO Tina Ballard with recipient Janet Samuelson (center).

MS. JANET SAMUELSON

*President and CEO
ServiceSource*

Under Janet Samuelson's leadership, ServiceSource has grown from employing 300 individuals with disabilities in 1993 to 1,500 today. The organization also expanded to include affiliation with four other nonprofit organizations, offering products and services in nine states and the District of Columbia. Among its progressive practices, ServiceSource has a Warrior Bridge program, which provides a range of support for wounded veterans as they reintegrate into civilian life. Since its inception, the program

has employed over 200 veterans across the organization, 124 of them with significant disabilities, and served over 220 additional veterans through rehabilitation programs. Samuelson has ensured that ServiceSource has a wide range of work settings, both facility and community based. An AbilityOne authorized provider since 1981, ServiceSource now provides services to more than 30 Federal Government agencies, including all branches of the U.S. military. Samuelson has actively participated in the Commission's CEO Forums and Quality Work Environment initiative.

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.

MR. DENNIS LOCKARD

*General Counsel
U.S. AbilityOne Commission*

Among Lockard's notable achievements, he has been a member of the Commission staff's Executive Leadership team since joining the Commission in September 2007 as general counsel. He played a

major role in the AbilityOne brand development, regulatory agenda and legislative initiatives, Freedom of Information Act adherence, and improved litigation practices and records management. He also shepherded the Commission in several groundbreaking legal areas, including the first AbilityOne trademark agreement and implementation of new agency policy.



Chairperson J. Anthony Poleo (right) presented Outstanding Contributions Award to recipient Dennis Lockard (left).

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.

MR. WILLIAM G. SPROULE

*Senior Procurement Analyst, Deputy Assistant
Secretary of the Air Force (Contracting)
Department of the Air Force*

A proactive supporter of the AbilityOne Program, Sproule has served for nearly four years as the AbilityOne Liaison to the Air Force Commission member. In addition to representing the Air

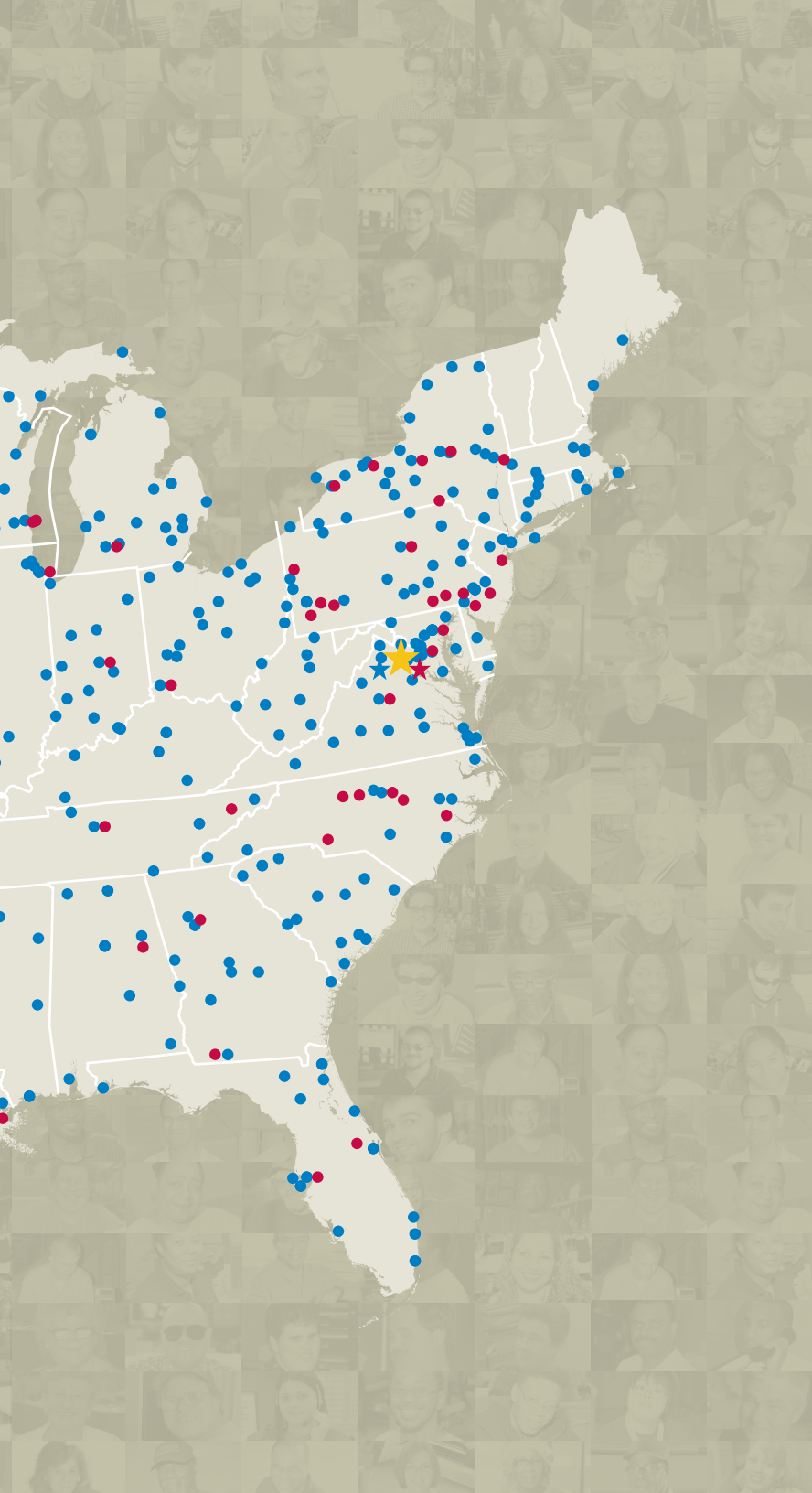
Force at all Commission meetings and at National Industries for the Blind (NIB) and SourceAmerica conferences, he works with senior NIB and SourceAmerica representatives to identify new AbilityOne opportunities. Through his preparation of annual spend analyses to determine Air Force needs, he regularly identifies opportunities for growth within the AbilityOne Program, including AbilityOne contract closeout work.



Most Valuable Liaison Award recipient William Sproule.

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



STATS BY STATE

STATE	NUMBER OF AGENCIES	HOURS	EMPLOYEES	TOTAL WAGES	AVERAGE HOURLY WAGE
ALABAMA	11	1,180,250	806	\$14,203,001	\$12.03
ALASKA	5	193,961	297	\$2,663,597	\$13.73
ARIZONA	9	615,527	765	\$7,152,119	\$11.62
ARKANSAS	5	271,425	375	\$2,773,883	\$10.22
CALIFORNIA	43	4,445,821	3,821	\$62,089,141	\$13.97
COLORADO	6	454,113	479	\$5,829,581	\$12.84
CONNECTICUT	5	668,277	1,082	\$9,909,557	\$14.83
DELEWARE	3	93,391	103	\$1,188,293	\$12.72
DISTRICT OF COLUMBIA	5	339,475	228	\$4,891,549	\$14.41
FLORIDA	21	3,086,414	3,470	\$33,156,005	\$10.74
GEORGIA	14	1,283,298	1,372	\$13,580,960	\$10.58
* GUAM	2	139,194	100	\$1,043,556	\$7.50
HAWAII	6	225,722	268	\$3,228,248	\$14.30
IDAHO	6	633,602	782	\$8,423,024	\$13.29
ILLINOIS	18	757,453	1,027	\$9,095,456	\$12.01
INDIANA	15	522,451	773	\$5,063,311	\$9.69
IOWA	5	63,097	112	\$859,805	\$13.63
KANSAS	4	208,693	184	\$1,857,570	\$8.90
KENTUCKY	8	507,293	635	\$4,742,461	\$9.35
LOUISIANA	11	328,998	354	\$3,403,120	\$10.34
MAINE	2	225,419	476	\$2,666,280	\$11.83
MARYLAND	16	3,195,225	2,418	\$39,646,391	\$12.41
MASSACHUSETTS	8	380,918	650	\$5,548,240	\$14.57
MICHIGAN	20	2,121,213	2,264	\$26,578,119	\$12.53
MINNESOTA	6	195,801	360	\$2,121,569	\$10.84
MISSISSIPPI	9	304,808	349	\$3,645,976	\$11.96
MISSOURI	12	372,429	555	\$4,301,121	\$11.55
MONTANA	4	68,289	626	\$383,097	\$5.61
NEBRASKA	4	162,369	249	\$1,641,208	\$10.11
NEVADA	5	200,044	336	\$2,366,573	\$11.83
NEW JERSEY	6	420,649	440	\$5,323,030	\$12.65
NEW MEXICO	5	400,278	392	\$4,148,725	\$10.36
NEW YORK	41	1,934,204	2,202	\$30,326,201	\$15.68
NORTH CAROLINA	15	2,328,057	2,021	\$24,425,797	\$10.49
NORTH DAKOTA	6	120,241	254	\$1,218,239	\$10.13
OHIO	18	675,727	764	\$8,484,464	\$12.56
OKLAHOMA	4	504,499	430	\$5,396,391	\$10.70
OREGON	7	298,004	327	\$5,192,994	\$17.43
PENNSYLVANIA	30	1,018,617	1,120	\$13,777,162	\$13.53
RHODE ISLAND	3	77,093	113	\$959,311	\$12.44
SOUTH CAROLINA	15	525,454	886	\$5,313,415	\$10.11
SOUTH DAKOTA	6	200,580	177	\$1,947,447	\$9.71
TENNESSEE	9	192,797	276	\$2,075,200	\$10.76
TEXAS	38	5,671,655	4,572	\$66,168,739	\$11.67
UTAH	4	185,496	157	\$2,434,952	\$13.13
VIRGINIA	24	3,457,440	3,885	\$44,756,312	\$12.94
WASHINGTON	19	1,847,826	1,667	\$29,671,526	\$16.06
WEST VIRGINIA	11	315,590	294	\$3,295,446	\$10.44
WISCONSIN	14	1,387,912	1,272	\$18,466,929	\$13.31
WYOMING	2	45,042	56	\$596,749	\$13.25
TOTAL	565	44,852,132	46,621	\$558,031,838	\$12.44

* Territory

People who are blind or have significant disabilities are employed in New Hampshire, Vermont and Puerto Rico, although the contracts are operated by nonprofit agencies in other locations.

AbilityOne® AUTHORIZED PROVIDERS

NAME	CITY	STATE	CONGRESSIONAL DISTRICT
Name	City	State	Congressional District
Assets, Inc.	Anchorage	AK	Alaska At-Large
M. C. Resource Management	Anchorage	AK	Alaska At-Large
MQC Enterprises, Inc.	Anchorage	AK	Alaska At-Large
Fairbanks Resource Agency	Fairbanks	AK	Alaska At-Large
REACH, Inc.	Juneau	AK	Alaska At-Large
The Opportunity Center Easter Seal Facility—The Ala ES Soc, Inc.	Anniston	AL	Alabama 3rd District
Alabama Goodwill Industries, Inc.	Birmingham	AL	Alabama 7th District
Easter Seals of the Birmingham Area	Birmingham	AL	Alabama 7th District
United Cerebral Palsy of Greater Birmingham, Inc.	Birmingham	AL	Alabama 7th District
Wiregrass Rehabilitation Center, Inc.	Dothan	AL	Alabama 2nd District
Huntsville Rehabilitation Foundation	Huntsville	AL	Alabama 5th District
The ARC of Madison County, Inc.	Huntsville	AL	Alabama 5th District
GWI Services, Inc.	Mobile	AL	Alabama 1st District
Goodwill Industries of Central Alabama, Inc.	Montgomery	AL	Alabama 7th District
NW Alabama Easter Seal Children's Clinic-Rehabilitation Center	Muscle Shoals	AL	Alabama 4th District
Alabama Industries for the Blind	Talladega	AL	Alabama 3rd District
Pathfinder, Inc.	Jacksonville	AR	Arkansas 2nd District
The Arkansas Lighthouse for the Blind	Little Rock	AR	Arkansas 2nd District
United Cerebral Palsy of Central Arkansas	Little Rock	AR	Arkansas 2nd District
Jenkins Memorial Children's Center and Jenkins Industries, Inc.	Pine Bluff	AR	Arkansas 4th District
Abilities Unlimited of Ft. Smith, Inc.	Van Buren	AR	Arkansas 3rd District
Premier Alliances, Inc.	Bisbee	AZ	Arizona 2nd District
Santa Cruz Training Programs, Inc.	Nogales	AZ	Arizona 3rd District
Arizona Industries for the Blind	Phoenix	AZ	Arizona 7th District
Goodwill Community Services, Inc.	Phoenix	AZ	Arizona 6th District
The Centers for Habilitation/TCH	Tempe	AZ	Arizona 9th District
Beacon Group SW, Inc.	Tucson	AZ	Arizona 2nd District
Catholic Community Services of Southern Arizona	Tucson	AZ	Arizona 3rd District
J.P. Industries, Inc.	Tucson	AZ	Arizona 2nd District
ACHIEVE Human Services, Inc.	Yuma	AZ	Arizona 4th District
Bakersfield Arc, Inc.	Bakersfield	CA	California 21st District
Sheltering Wings Corp.	Blythe	CA	California 36th District
Exceptional Children's Foundation	Culver City	CA	California 37th District
Bona Fide Conglomerate, Inc.	El Cajon	CA	California 53rd District
ARC-Imperial Valley	El Centro	CA	California 51st District
Imperial County Work Training Center, Inc.	El Centro	CA	California 51st District
The Fontana Rehabilitation Workshop	Fontana	CA	California 35th District
Arc Fresno, Inc.	Fresno	CA	California 22nd District
Kings Rehabilitation Center, Inc.	Hanford	CA	California 21st District
Valley Resource Center for the Retarded, Inc.	Hemet	CA	California 36th District

NAME	CITY	STATE	CONGRESSIONAL DISTRICT
Desert Haven Enterprises, Inc.	Lancaster	CA	California 25th District
Life Options, Vocational and Resource Center	Lompoc	CA	California 24th District
Los Angeles Habilitation House	Long Beach	CA	California 47th District
Asian Rehabilitation Services, Inc.	Los Angeles	CA	California 34th District
Siskiyou Opportunity Center, Inc.	Mt. Shasta	CA	California 1st District
Napa Valley PSI, Inc.	Napa	CA	California 5th District
Calidad Industries, Inc.	Oakland	CA	California 13th District
Goodwill Industries of Southern California	Panorama City	CA	California 34th District
FVO Solutions, Inc.	Pasadena	CA	California 27th District
Tehama County Opportunity Center, Inc.	Red Bluff	CA	California 1st District
Shasta County Opportunity Center	Redding	CA	California 1st District
Pacific Coast Community Services	Richmond	CA	California 11th District
Rubicon Programs, Inc.	Richmond	CA	California 11th District
Desert Area Resources and Training	Ridgecrest	CA	California 23rd District
ARC Riverside	Riverside	CA	California 41st District
North Bay Rehabilitation Services, Inc.	Rohnert Park	CA	California 5th District
PRIDE Industries	Roseville	CA	California 4th District
Crossroads Diversified Service, Inc.	Sacramento	CA	California 7th District
Easter Seal Society of Superior California	Sacramento	CA	California 7th District
Job Options, Inc.	San Diego	CA	California 53rd District
San Diego Outsourcing Systems, Inc.	San Diego	CA	California 52nd District
The ARC of San Diego	San Diego	CA	California 51st District
Lighthouse for the Blind and Visually Impaired	San Francisco	CA	California 12th District
Toolworks, Inc.	San Francisco	CA	California 12th District
Hope Services	San Jose	CA	California 19th District
Project Hired	San Jose	CA	California 19th District
Landmark Services, Inc.	Santa Ana	CA	California 46th District
VTC Enterprises	Santa Maria	CA	California 24th District
Lincoln Training Center and Rehabilitation Workshop	South El Monte	CA	California 38th District
Goodwill Service Connection, Inc.	Stockton	CA	California 9th District
Solano Diversified Services	Vallejo	CA	California 5th District
The ARC of Ventura County, Inc.	Ventura	CA	California 26th District
Yolo Employment Services	Woodland	CA	California 3rd District
AspenPointe Employment	Colorado Springs	CO	Colorado 5th District
Goodwill Industrial Services Corporation	Colorado Springs	CO	Colorado 5th District
Bayaud Industries, Inc.	Denver	CO	Colorado 1st District
Foothills Gateway, Inc.	Fort Collins	CO	Colorado 2nd District
Pueblo Diversified Industries, Inc.	Pueblo	CO	Colorado 3rd District
North Metro Community Services for Developmentally Disabled	Westminster	CO	Colorado 7th District
Allied Community Services, Inc.	Enfield	CT	Connecticut 2nd District
CW Resources, Inc.	New Britain	CT	Connecticut 5th District
The Kennedy Center, Inc.	Trumbull	CT	Connecticut 4th District

NAME	CITY	STATE	CONGRESSIONAL DISTRICT
Easter Seal Rehabilitation Center of Greater Waterbury, Inc.	Waterbury	CT	Connecticut 5th District
Easter Seals Capital Region & Eastern Connecticut, Inc.	Windsor	CT	Connecticut 1st District
Anchor Mental Health Association	Washington	DC	Washington, DC At-Large
Columbia Lighthouse for the Blind	Washington	DC	District of Columbia At-Large
Davis Memorial Goodwill Industries	Washington	DC	Washington, DC At-Large
Lt. Joseph P. Kennedy Institute	Washington	DC	Washington, DC At-Large
The ARC of the District of Columbia, Inc.	Washington	DC	Washington, DC At-Large
Kent-Sussex Industries, Inc.	Milford	DE	Delaware At-Large
Delaware Division for the Visually Impaired	New Castle	DE	Delaware At-Large
Opportunity Center, Incorporated	Wilmington	DE	Delaware At-Large
Habilitation Center for the Handicapped, Inc.	Boca Raton	FL	Florida 21st District
Abilities, Inc. of Florida	Clearwater	FL	Florida 13th District
SMA Behavioral Health Services, Inc.	Daytona Beach	FL	Florida 6th District
The Arc of Alachua County, Inc.	Gainesville	FL	Florida 3rd District
Challenge Enterprises of North Florida, Inc.	Green Cove Springs	FL	Florida 5th District
GINFL Services, Inc.	Jacksonville	FL	Florida 4th District
The Right 2 Work Corporation	Jacksonville	FL	Florida 5th District
CARC-Advocates for Citizens with Disabilities, Inc.	Lake City	FL	Florida 3rd District
Easter Seals South Florida, Inc.	Miami	FL	Florida 24th District
Goodwill Industries of South Florida, Inc.	Miami	FL	Florida 24th District
GW Services of SWFL, Inc.	North Fort Myers	FL	Florida 17th District
Lighthouse Works	Orlando	FL	Florida 10th District
Lakeview Center, Inc.	Pensacola	FL	Florida 1st District
Brevard Achievement Center, Inc.	Rockledge	FL	Florida 8th District
Bridges BTC, Inc.	Rockledge	FL	Florida 8th District
JobWorks, Inc.	St. Petersburg	FL	Florida 13th District
Louise Graham Regeneration Center, Inc.	St. Petersburg	FL	Florida 14th District
Able Force, Inc.	Tampa	FL	Florida 14th District
MacDonald Training Center, Inc.	Tampa	FL	Florida 14th District
Tampa Lighthouse for the Blind	Tampa	FL	Florida 14th District
Gulfstream Goodwill Industries, Inc.	West Palm Beach	FL	Florida 20th District
Middle Flint Behavioral HealthCare—Sumter County MR Center	Americus	GA	Georgia 2nd District
Bobby Dodd Institute, Inc.	Atlanta	GA	Georgia 5th District
Goodwill Industries of North Georgia, Inc.	Atlanta	GA	Georgia 5th District
Easter Seals East Georgia, Inc.	Augusta	GA	Georgia 12th District
Georgia Industries for the Blind	Bainbridge	GA	Georgia 2nd District
Power Works Industries, Inc.	Columbus	GA	Georgia 10th District
Middle Georgia Diversified Industries, Inc.	Dublin	GA	Georgia 12th District
New Ventures Enterprises, Inc.	LaGrange	GA	Georgia 3rd District
Good Vocations, Inc.	Macon	GA	Georgia 2nd District
Nobis Enterprises, Inc.	Marietta	GA	Georgia 11th District
Goodwill Industries of the Coastal Empire, Inc.	Savannah	GA	Georgia 1st District
Vision Rehabilitation Services of Georgia, Inc.	Smyrna	GA	Georgia 13th District
Thomas-Grady Mental Retardation Service Center	Thomasville	GA	Georgia 8th District
Houston County Association for Exceptional Citizens, Inc.	Warner Robins	GA	Georgia 8th District
ICAN Resources, Inc.	Dededo	GU	Guam At-Large
Pacific Ability Resources Inc.(PARI)	Tamuning	GU	Guam At-Large
The ARC of Hilo	Hilo	HI	Hawaii 2nd District

NAME	CITY	STATE	CONGRESSIONAL DISTRICT
Goodwill Contract Services of Hawaii, Inc.	Honolulu	HI	Hawaii 1st District
Lanakila Pacific	Honolulu	HI	Hawaii 1st District
Network Enterprises, Inc.	Honolulu	HI	Hawaii 1st District
Opportunities and Resources, Inc.	Wahiawa	HI	Hawaii 2nd District
Ka Lima O Maui, Ltd.	Wailuku	HI	Hawaii 2nd District
Goodwill Solutions, Inc.	Des Moines	IA	Iowa 3rd District
Heartland Goodwill Enterprises	Iowa City	IA	Iowa 2nd District
Genesis Development	Jefferson	IA	Iowa 4th District
Hope Haven, Inc.	Rock Valley	IA	Iowa 4th District
Goodwill Community Rehabilitation Services, Inc.	Sioux City	IA	Iowa 4th District
Dawn Enterprises, Inc.	Blackfoot	ID	Idaho 2nd District
Trace, Inc.	Boise	ID	Idaho 1st District
WITCO, Inc.	Caldwell	ID	Idaho 1st District
Development Workshop, Inc.	Idaho Falls	ID	Idaho 2nd District
Reliant Services, Inc.	Meridian	ID	Idaho 1st District
New Day Products, Inc.	Pocatello	ID	Idaho 2nd District
Challenge Unlimited, Inc.	Alton	IL	Illinois 12th District
Clearbrook Center	Arlington Heights	IL	Illinois 9th District
St. Clair Associated Vocational Enterprises, Inc.	Belleville	IL	Illinois 12th District
Ada S. McKinley Community Services, Inc.	Chicago	IL	Illinois 7th District
Envision Unlimited	Chicago	IL	Illinois 7th District
Jewish Vocational Service and Employment Center	Chicago	IL	Illinois 7th District
Lester and Rosalie Anixter Center	Chicago	IL	Illinois 5th District
The Chicago Lighthouse for People Who Are Blind or Visually Impaired	Chicago	IL	Illinois 7th District
TRI Industries NFP	Chicago	IL	Illinois 5th District
Rolling Hills Progress Center, Inc.	Lanark	IL	Illinois 17th District
Jefferson County Comprehensive Services, Inc.	Mt. Vernon	IL	Illinois 12th District
Specialized Training for Adult Rehabilitation	Murphysboro	IL	Illinois 12th District
Glenkirk	Northbrook	IL	Illinois 10th District
Human Resources Center of Edgar and Clark Counties	Paris	IL	Illinois 15th District
Community Workshop and Training Center, Inc.	Peoria	IL	Illinois 17th District
Innovative Partnerships, N.F.P.	Rock Island	IL	Illinois 17th District
The Arc of the Quad Cities Area	Rock Island	IL	Illinois 17th District
The Douglas Center	Skokie	IL	Illinois 9th District
United Cerebral Palsy of the Land of Lincoln	Springfield	IL	Illinois 13th District
Stone Belt ARC, Inc.	Bloomington	IN	Indiana 9th District
Anthony Wayne Rehabilitation Ctr for Handicapped and Blind, Inc.	Fort Wayne	IN	Indiana 3rd District
The Arc of Northeast Indiana, Inc.	Fort Wayne	IN	Indiana 3rd District
TradeWinds Services, Inc.	Gary	IN	Indiana 1st District
Bosma Industries for the Blind, Inc.	Indianapolis	IN	Indiana 5th District
Crossroads Rehabilitation Center, Inc.	Indianapolis	IN	Indiana 7th District
GW Commercial Services, Inc.	Indianapolis	IN	Indiana 7th District
Bona Vista Programs, Inc.	Kokomo	IN	Indiana 4th District
Wabash Center, Inc.	Lafayette	IN	Indiana 4th District
Four Rivers Resource Services, Inc.	Linton	IN	Indiana 8th District
Rauch, Inc.	New Albany	IN	Indiana 9th District
Orange County Rehabilitative and Developmental Services, Inc.	Paoli	IN	Indiana 9th District
Child-Adult Resource Services, Inc.	Rockville	IN	Indiana 8th District
Shares, Inc.	Shelbyville	IN	Indiana 6th District

NAME	CITY	STATE	CONGRESSIONAL DISTRICT
Knox County Association for Retarded Citizens, Inc.	Vincennes	IN	Indiana 8th District
Cottonwood, Inc.	Lawrence	KS	Kansas 2nd District
COF Training Services, Inc.	Ottawa	KS	Kansas 2nd District
Center Industries Corporation	Wichita	KS	Kansas 4th District
Envision, Inc.	Wichita	KS	Kansas 4th District
Southeastern Kentucky Rehabilitation Industries, Inc.	Corbin	KY	Kentucky 5th District
Pioneer Vocational/Industrial Services, Inc.	Danville	KY	Kentucky 2nd District
Pennyroyal Regional Mental Health-Mental Retardation Board, Inc.	Hopkinsville	KY	Kentucky 1st District
Employment Solutions, Inc.	Lexington	KY	Kentucky 6th District
Opportunity Workshop of Lexington, Incorporated	Lexington	KY	Kentucky 6th District
Goodwill Industries of Kentucky, Inc.	Louisville	KY	Kentucky 3rd District
Zoom Group, Inc.	Louisville	KY	Kentucky 3rd District
Opportunity Center Workshop, Inc.	Owensboro	KY	Kentucky 2nd District
Louisiana Industries for the Disabled, Inc.	Baton Rouge	LA	Louisiana 2nd District
LaSalle Association for the Developmentally Delayed, Inc.	Jena	LA	Louisiana 5th District
CARC, Inc.	Lake Charles	LA	Louisiana 3rd District
Association of Retarded Citizens of Sabine, Inc.	Many	LA	Louisiana 4th District
The Arc of Greater New Orleans	Metairie	LA	Louisiana 2nd District
Goodworks, Inc.	New Orleans	LA	Louisiana 2nd District
The Lighthouse for the Blind in New Orleans, Inc.	New Orleans	LA	Louisiana 1st District
Goodwill Industries of North Louisiana, Inc.	Shreveport	LA	Louisiana 4th District
Louisiana Association for the Blind	Shreveport	LA	Louisiana 4th District
The Arc of Caddo-Bossier	Shreveport	LA	Louisiana 4th District
St. Tammany Association for Retarded Citizens, Inc.	Slidell	LA	Louisiana 1st District
Community Workshops, Inc.	Boston	MA	Massachusetts 8th District
Morgan Memorial Goodwill Industries	Boston	MA	Massachusetts 7th District
National Telecommuting Institute, Inc.	Boston	MA	Massachusetts 7th District
Sunshine Village, Inc.	Chicopee	MA	Massachusetts 1st District
Minute Man Arc for Human Services, Inc.	Concord	MA	Massachusetts 3rd District
Work, Incorporated	Dorchester	MA	Massachusetts 8th District
CapeAbilities, Inc.	Hyannis	MA	Massachusetts 9th District
Berkshire County Arc, Inc.	Pittsfield	MA	Massachusetts 1st District
The Arc Northern Chesapeake Region, Incorporated	Aberdeen	MD	Maryland 2nd District
Alliance, Inc.	Baltimore	MD	Maryland 2nd District
Blind Industries and Services of Maryland	Baltimore	MD	Maryland 3rd District
Chimes District of Columbia	Baltimore	MD	Maryland 7th District
Goodwill Industries of the Chesapeake, Inc.	Baltimore	MD	Maryland 7th District
Sinai Hospital of Baltimore (Vocational Services Program)	Baltimore	MD	Maryland 7th District
The Arc Baltimore, Inc.	Baltimore	MD	Maryland 3rd District
Athelas Institute, Inc.	Columbia	MD	Maryland 7th District
Chesapeake Bay Industries, Inc.	Easton	MD	Maryland 1st District
Hagerstown Goodwill Industries, Inc.	Hagerstown	MD	Maryland 6th District
The Center for Life Enrichment	Hollywood	MD	Maryland 5th District
Worcester County Developmental Center	Newark	MD	Maryland 1st District
The Arc of Montgomery County, Inc.	Rockville	MD	Maryland 8th District
CHI Centers, Inc.	Silver Spring	MD	Maryland 3rd District
Service Disabled Veterans Business Association	Silver Spring	MD	Maryland 8th District
Melwood Horticultural Training Center	Upper Marlboro	MD	Maryland 4th District
Group Home Foundation, Inc.	Belfast	ME	Maine 2nd District

NAME	CITY	STATE	CONGRESSIONAL DISTRICT
Northern New England Employment Services	Portland	ME	Maine 1st District
Northeastern Michigan Rehabilitation and Opportunity Center	Alpena	MI	Michigan 1st District
New Horizons Rehabilitation Services, Inc.	Auburn Hills	MI	Michigan 11th District
Calhoun County Community Mental Health Services	Battle Creek	MI	Michigan 3rd District
Navigations, Incorporated	Battle Creek	MI	Michigan 3rd District
Work Skills Corporation	Brighton	MI	Michigan 8th District
Tuscola County Community Mental Health Authority	Caro	MI	Michigan 10th District
Lakestate Industries	Escanaba	MI	Michigan 1st District
Hope Network Services Corporation	Grand Rapids	MI	Michigan 3rd District
Kandu Industries, Inc.	Holland	MI	Michigan 2nd District
MidWest Enterprises for the Blind, Inc.	Kalamazoo	MI	Michigan 6th District
MRC Industries, Inc.	Kalamazoo	MI	Michigan 6th District
Trico Opportunities, Inc.	Kingsford	MI	Michigan 1st District
Peckham Vocational Industries, Inc.	Lansing	MI	Michigan 8th District
Community Enterprises of St. Clair County	Port Huron	MI	Michigan 10th District
SVRC Industries, Inc.	Saginaw	MI	Michigan 5th District
Northern Transitions, Inc.	Sault Ste. Marie	MI	Michigan 1st District
Jewish Vocational Service and Community Workshop	Southfield	MI	Michigan 14th District
G.W. Services of Northern Michigan, Inc.	Traverse City	MI	Michigan 1st District
Grand Traverse Industries, Inc.	Traverse City	MI	Michigan 1st District
Washtenaw County Community Support and Treatment Services	Ypsilanti	MI	Michigan 12th District
Goodwill Industries Vocational Enterprises, Inc.	Duluth	MN	Minnesota 8th District
AccessAbility, Inc.	Minneapolis	MN	Minnesota 5th District
Tasks Unlimited, Inc.	Minneapolis	MN	Minnesota 5th District
Ability Building Center, Inc.	Rochester	MN	Minnesota 1st District
MDI Government Services, Inc.	St. Paul	MN	Minnesota 4th District
Occupational Development Center, Inc.	Thief River Falls	MN	Minnesota 7th District
Harrison County Sheltered Workshop Association	Bethany	MO	Missouri 6th District
Cape Girardeau Community Sheltered Workshop, Inc.	Cape Girardeau	MO	Missouri 8th District
Casco Area Workshop, Inc.	Harrisonville	MO	Missouri 4th District
JobOne	Independence	MO	Missouri 5th District
Alphapointe	Kansas City	MO	Missouri 5th District
The Helping Hand of Goodwill Industries Extended Employment	Kansas City	MO	Missouri 5th District
Web-Co Custom Industries, Inc.	Marshfield	MO	Missouri 4th District
Learning Opportunities/Quality Works, Inc.	Monroe City	MO	Missouri 6th District
Cooperative Workshops, Inc.	Sedalia	MO	Missouri 4th District
SWI Industrial Solutions	Springfield	MO	Missouri 7th District
MGI Services Corporation	St. Louis	MO	Missouri 1st District
The Lighthouse for the Blind	St. Louis	MO	Missouri 1st District
AbilityWorks, Inc. of Monroe County	Aberdeen	MS	Mississippi 1st District
AbilityWorks, Inc. of Washington County	Greenville	MS	Mississippi 2nd District
AbilityWorks, Inc. of Harrison County	Gulfport	MS	Mississippi 4th District
Mississippi Goodworks, Inc.	Gulfport	MS	Mississippi 4th District
AbilityWorks, Inc. of Jackson	Jackson	MS	Mississippi 2nd District
Mississippi Industries for the Blind	Jackson	MS	Mississippi 2nd District
AbilityWorks, Inc. of Meridian	Meridian	MS	Mississippi 3rd District
AbilityWorks, Inc. of Oxford	Oxford	MS	Mississippi 1st District
Warren County Association for Retarded Citizens, Inc.	Vicksburg	MS	Mississippi 2nd District
Community Option Resource Enterprises, Inc. (COR Enterprises)	Billings	MT	Montana At-Large

NAME	CITY	STATE	CONGRESSIONAL DISTRICT
BSW, Inc.	Butte	MT	Montana At-Large
Helena Industries, Inc.	Helena	MT	Montana At-Large
Opportunity Resources, Inc.	Missoula	MT	Montana At-Large
Industrial Opportunities, Inc.	Andrews	NC	North Carolina District 11
Transylvania Vocational Services, Inc.	Brevard	NC	North Carolina District 11
Lions Services, Inc.	Charlotte	NC	North Carolina 12th District
Durham Exchange Club Industries, Inc.	Durham	NC	North Carolina District 1
LC Industries, Inc.	Durham	NC	North Carolina 4th District
Skills, Inc.	Elizabeth City	NC	North Carolina District 3
Employment Source, Inc.	Fayetteville	NC	North Carolina District 4
Industries of the Blind, Inc.	Greensboro	NC	North Carolina 12th District
Eastern Carolina Vocational Center, Inc.	Greenville	NC	North Carolina District 1
OE Enterprises, Inc.	Hillsborough	NC	North Carolina District 6
Coastal Enterprises of Jacksonville, Inc.	Jacksonville	NC	North Carolina District 3
Lions Industries for the Blind, Inc.	Kinston	NC	North Carolina 1st District
RLCB, Inc.	Raleigh	NC	North Carolina 13th District
Beaufort County Developmental Center, Inc.	Washington	NC	North Carolina District 1
Winston-Salem Industries for the Blind, Inc.	Winston-Salem	NC	North Carolina 5th District
Pride, Inc.	Bismarck	ND	North Dakota At-Large
Lake Region Corporation	Devils Lake	ND	North Dakota At-Large
Vocational Training Center	Fargo	ND	North Dakota At-Large
Alpha Opportunities, Inc.	Jamestown	ND	North Dakota At-Large
MVW Services, Inc.	Minot	ND	North Dakota At-Large
Open Door Center	Valley City	ND	North Dakota At-Large
Goodwill Employment Services of Central Nebraska, Inc.	Grand Island	NE	Nebraska District 3
Region V Services	Nebraska City	NE	Nebraska District 1
Goodwill Specialty Services, Inc.	Omaha	NE	Nebraska District 2
Outlook-Nebraska, Inc.	Omaha	NE	Nebraska 2nd District
Occupational Training Center of Burlington County	Burlington	NJ	New Jersey District 3
Employment Horizons, Inc.	Cedar Knolls	NJ	New Jersey District 11
North Jersey Friendship House, Inc.	Hackensack	NJ	New Jersey District 5
The Arc of Bergen and Passaic Counties, Inc.	Hackensack	NJ	New Jersey District 5
Bestwork Industries for the Blind, Inc.	Runnemede	NJ	New Jersey 1st District
Everas Community Services	Somerset	NJ	New Jersey 12th District
Adelante Development Center, Inc.	Albuquerque	NM	New Mexico District 1
LifeROOTS, Inc.	Albuquerque	NM	New Mexico District 1
ENMRSH, Inc.	Clovis	NM	New Mexico District 3
Tresco, Inc.	Las Cruces	NM	New Mexico District 2
Presbyterian Medical Services	Santa Fe	NM	New Mexico District 3
Blind Center of Nevada, Inc.	Las Vegas	NV	Nevada 1st District
Great Plains Enterprises, Inc.	Las Vegas	NV	Nevada District 1
Opportunity Village Association for Retarded Citizens	Las Vegas	NV	Nevada District 3
High Sierra Industries, Inc.	Reno	NV	Nevada District 2
Washoe Ability Resource Center	Reno	NV	Nevada District 2
Northeastern Association of the Blind at Albany, Inc.	Albany	NY	New York 20th District
Montgomery County Chapter, NYSARC, Inc.	Amsterdam	NY	New York District 20
Genesee County Chapter, NYSARC	Batavia	NY	New York District 27
Association for Vision Rehabilitation and Employment, Inc.	Binghamton	NY	New York 22nd District

NAME	CITY	STATE	CONGRESSIONAL DISTRICT
Elizabeth Pierce Olmsted, M.D. Center for the Visually Impaired	Buffalo	NY	New York 10th District
St. Lawrence County Chapter, NYSARC	Canton	NY	New York District 21
J.M. Murray Center, Inc.	Cortland	NY	New York District 22
Suburban Adult Services, Inc.	Elma	NY	New York District 27
Oswego Industries, Inc.	Fulton	NY	New York District 24
Herkimer County Chapter, NYSARC	Herkimer	NY	New York District 22
Chautauqua County Chapter, NYSARC	Jamestown	NY	New York District 23
Gateway Community Industries, Inc.	Kingston	NY	New York District 19
Citizen Advocates, Inc.	Malone	NY	New York District 21
The Workshop, Incorporated (The Norton Center)	Menands	NY	New York District 20
Access: Supports for Living, Inc.	Middletown	NY	New York District 18
New Dynamics Corporation	Middletown	NY	New York District 18
Fedcap Rehabilitation Services, Inc.	New York	NY	New York District 12
NYSARC, Inc., NYC Chapter	New York	NY	New York District 10
The Corporate Source, Inc.	New York	NY	New York District 10
Niagara County Chapter, NYSARC	Niagara Falls	NY	New York District 27
Skills Unlimited, Inc.	Oakdale	NY	New York District 2
Cattaraugus County Chapter, NYSARC	Olean	NY	New York District 23
Yates County Chapter, NYSARC, Inc.	Penn Yan	NY	New York District 23
Clinton County Chapter, NYSARC, Inc.	Plattsburgh	NY	New York District 21
Warren, Washington & Albany Counties Chapter of NYSARC, Inc.	Queensbury	NY	New York District 20
Association for the Blind and Visually Impaired—GWI Rochester	Rochester	NY	New York 25th District
Lifetime Assistance, Inc.	Rochester	NY	New York District 25
Rochester Psychiatric Center	Rochester	NY	New York District 25
Rochester Rehabilitation Center	Rochester	NY	New York District 25
Schenectady County Chapter, NYSARC, Inc.	Schenectady	NY	New York District 20
Aurora of Central New York	Syracuse	NY	New York 24th District
Onondaga County Chapter, NYSARC, Inc.	Syracuse	NY	New York District 24
Central Association for the Blind & Visually Impaired	Utica	NY	New York 22nd District
Human Technologies Corporation	Utica	NY	New York District 22
The Arc, Oneida-Lewis Chapter-NYSARC, Inc.	Utica	NY	New York District 22
Delaware County Chapter, NYSARC, Inc.	Walton	NY	New York District 19
NYSARC, Inc., Seneca—Cayuga Counties Chapter	Waterloo	NY	New York District 23
Jefferson County Chapter, NYSARC	Watertown	NY	New York District 21
Schuyler County Chapter, NYSARC, Inc.	Watkins Glen	NY	New York District 23
CDS Monarch	Webster	NY	New York District 25
Community Support Services, Inc.	Akron	OH	Ohio District 11
Weaver Industries, Inc.	Akron	OH	Ohio District 11
Cincinnati Association for the Blind	Cincinnati	OH	Ohio 1st District
Greater Cincinnati Behavioral Health Services	Cincinnati	OH	Ohio District 1
Ohio Valley Goodwill Industries Rehabilitation Center, Inc.	Cincinnati	OH	Ohio District 1
Clovernook Center for the Blind and Visually Impaired	Cincinnati	OH	Ohio 2nd District
VGS, Inc.	Cleveland	OH	Ohio District 11
Goodwill Easter Seals Miami Valley	Dayton	OH	Ohio District 10
The Alpha Group of Delaware, Inc.	Delaware	OH	Ohio District 12
Murray Ridge Production Center, Inc.	Elyria	OH	Ohio District 4
Coleman Professional Services	Kent	OH	Ohio District 13
The Center for Individual and Family Services	Mansfield	OH	Ohio District 12
MARCA Industries, Inc.	Marion	OH	Ohio District 4

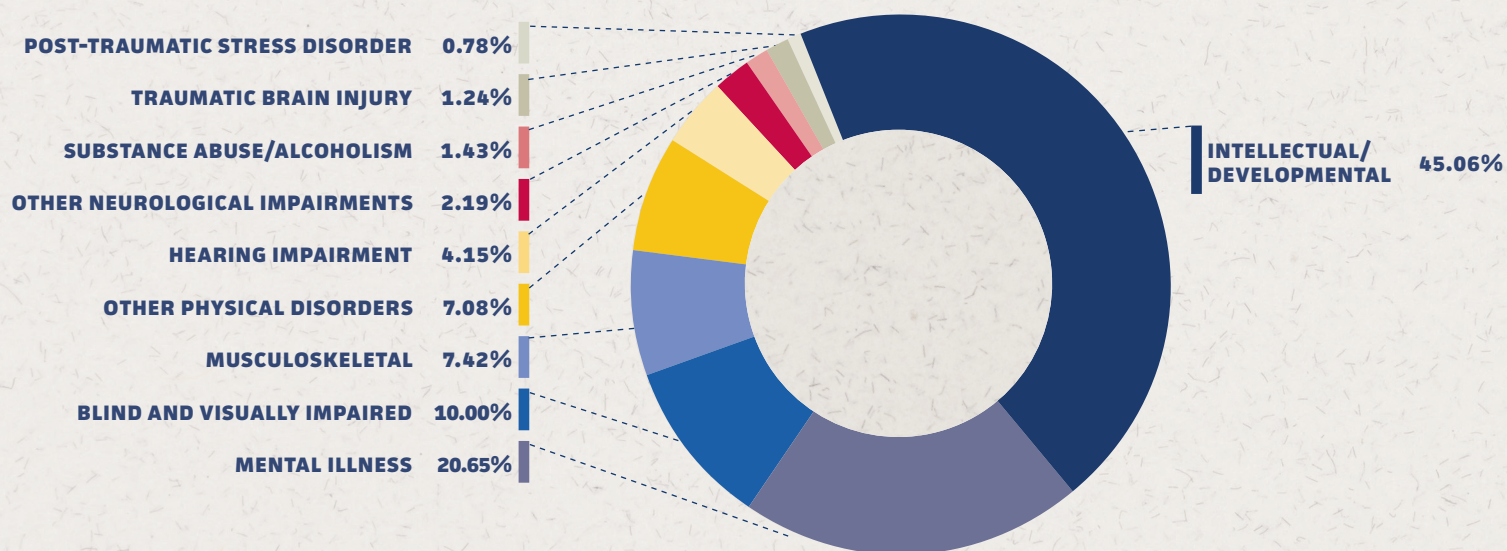
NAME	CITY	STATE	CONGRESSIONAL DISTRICT
Licking-Knox Goodwill Industries, Inc.	Newark	OH	Ohio District 12
TAC Industries, Inc.	Springfield	OH	Ohio District 8
Quadco Rehabilitation Center, Inc. (Northwest Products Division)	Stryker	OH	Ohio District 5
ContracTech, Inc.	Toledo	OH	Ohio District 9
Greene, Inc.	Xenia	OH	Ohio District 10
APEX, Inc.	Anadarko	OK	Oklahoma District 3
Golden Rule Industries of Muskogee, Inc.	Muskogee	OK	Oklahoma District 2
Dale Rogers Training Center, Inc.	Oklahoma City	OK	Oklahoma District 5
NewView Oklahoma, Inc.	Oklahoma City	OK	Oklahoma 5th District
Hood River Sheltered Workshop	Hood River	OR	Oregon District 2
Willamette Valley Rehabilitation Center, Inc.	Lebanon	OR	Oregon District 4
Blind Enterprises of Oregon	Portland	OR	Oregon 3rd District
DePaul Industries	Portland	OR	Oregon District 3
Portland Habilitation Center, Inc.	Portland	OR	Oregon District 3
Sunrise Enterprises of Roseburg, Inc.	Roseburg	OR	Oregon District 4
Garten Services, Inc.	Salem	OR	Oregon District 5
Elwyn, Inc.	Aston	PA	Pennsylvania District 7
Penn-York Opportunities for the Handicapped, Inc.	Athens	PA	Pennsylvania District 10
Beaver County Association for the Blind	Beaver Falls	PA	Pennsylvania District 12
Via of the Lehigh Valley, Inc.	Bethlehem	PA	Pennsylvania District 15
The Arc of Cumberland and Perry Counties	Carlisle	PA	Pennsylvania District 11
Allied Health Care Services	Clarks Summit	PA	Pennsylvania District 10
Chester County Branch of the PAB	Coatesville	PA	Pennsylvania 16th District
Dr. Gertrude A. Barber Center, Inc.	Erie	PA	Pennsylvania District 3
Westmoreland County Blind Association	Greensburg	PA	Pennsylvania 18th District
Goodwill Services, Inc.	Harrisburg	PA	Pennsylvania District 4
Blind and Vision Rehabilitation Services of Pittsburgh	Homestead	PA	Pennsylvania 18th District
Cambria County Association for the Blind and Handicapped	Johnstown	PA	Pennsylvania District 12
Vision Corps	Lancaster	PA	Pennsylvania 16th District
Quality Employment Services and Training, Inc.	Lebanon	PA	Pennsylvania District 6
NuVisions Center, a Not for Profit Corporation	Lewistown	PA	Pennsylvania District 10
Lark Enterprises, Inc.	New Castle	PA	Pennsylvania District 3
Bollinger Enterprises	North Warren	PA	Pennsylvania District 5
Horizon House, Inc.	Philadelphia	PA	Pennsylvania District 2
InspiriTec, Inc.	Philadelphia	PA	Pennsylvania District 1
ARC- Allegheny	Pittsburgh	PA	Pennsylvania District 14
Easter Seals Western and Central Pennsylvania	Pittsburgh	PA	Pennsylvania District 14
Goodwill Commercial Services, Inc.	Pittsburgh	PA	Pennsylvania District 14
Life'sWork of Western PA	Pittsburgh	PA	Pennsylvania District 14
Avenues, Inc.	Pottsville	PA	Pennsylvania District 17
Keystone Vocational Services, Inc.	Sharon	PA	Pennsylvania 3rd District
The Burnley Workshop of the Poconos, Inc.	Stroudsburg	PA	Pennsylvania District 17
Washington-Greene County Branch, PAB	Washington	PA	Pennsylvania 18th District
Hope Enterprises, Inc.	Williamsport	PA	Pennsylvania District 2
North Central Sight Services, Inc.	Williamsport	PA	Pennsylvania 10th District
ForSight Vision	York	PA	Pennsylvania 4th District
AccessPoint RI	Cranston	RI	Rhode Island District 2
James L. Maher Center	Newport	RI	Rhode Island District 1
The Fogarty Center	North Providence	RI	Rhode Island District 1

NAME	CITY	STATE	CONGRESSIONAL DISTRICT
The Tri-Development Center of Aiken County, Inc.	Aiken	SC	South Carolina District 2
Beaufort Vocational Rehabilitation Center	Beaufort	SC	South Carolina District 1
Horry County Disabilities and Special Needs Board	Conway	SC	South Carolina District 7
Florence County Disabilities and Special Needs Board	Florence	SC	South Carolina District 7
Greenville County Disabilities and Special Needs Board	Greenville	SC	South Carolina District 4
Greenville Rehabilitation Center	Greenville	SC	South Carolina District 4
SC Vocations & Individual Advancement, Inc.	Greenville	SC	South Carolina District 4
Goodwill Industries of Lower South Carolina, Inc.	North Charleston	SC	South Carolina District 6
Charleston Vocational Rehabilitation Center	North Charleston	SC	South Carolina District 6
Oconee-Pickens Work Training Center	Seneca	SC	South Carolina District 3
The Charles Lea Center, Inc.	Spartanburg	SC	South Carolina District 4
Dorchester County Board of Disabilities and Special Needs	Summerville	SC	South Carolina District 1
The Genesis Center	Sumter	SC	South Carolina District 5
Walterboro Vocational Rehabilitation Center	Walterboro	SC	South Carolina District 6
Lexington Vocational Rehabilitation Center	West Columbia	SC	South Carolina District 2
Aspire, Inc.	Aberdeen	SD	South Dakota At-Large
BH Services, Inc.	Elsworth AFB	SD	South Dakota At-Large
Huron Area Center for Independence	Huron	SD	South Dakota At-Large
OAHE, Inc.	Pierre	SD	South Dakota At-Large
South Dakota Achieve	Sioux Falls	SD	South Dakota At-Large
Volunteers of America, Dakotas	Sioux Falls	SD	South Dakota At-Large
The Orange Grove Center, Inc.	Chattanooga	TN	Tennessee District 3
Progressive Directions, Inc.	Clarksville	TN	Tennessee District 7
Dawn of Hope, Inc.	Johnson City	TN	Tennessee District 1
Goodwill Industries - Knoxville, Inc.	Knoxville	TN	Tennessee District 2
Knox County Association for Retarded Citizens	Knoxville	TN	Tennessee District 2
Memphis Goodwill Industries, Inc.	Memphis	TN	Tennessee District 8
Lions Volunteer Blind Industries, Inc.	Morristown	TN	Tennessee 1st District
Ed Lindsey Industries f/t Blind, Inc.	Nashville	TN	Tennessee 5th District
Government Services, Inc.	Nashville	TN	Tennessee District 5
Austin Task, Inc.	Austin	TX	Texas District 21
Blue Solutions	Austin	TX	Texas District 35
Enterprise Professional Services, Inc.	Austin	TX	Texas District 21
Professional Contract Services, Inc.	Austin	TX	Texas District 21
Relief Enterprise, Inc.	Austin	TX	Texas District 10
Travis Association for the Blind	Austin	TX	Texas 21st District
Goodwill Industries Industrial Contracts and Temporary Services, Inc.	Beaumont	TX	Texas District 14
Tri-County Mental Health and Mental Retardation Services	Conroe	TX	Texas District 8
Goodwill Industries of South Texas, Inc.	Corpus Christi	TX	Texas District 27
Nueces County MH - MR Community Center	Corpus Christi	TX	Texas District 27
South Texas Lighthouse for the Blind	Corpus Christi	TX	Texas 27th District
Dallas Lighthouse for the Blind, Inc.	Dallas	TX	Texas 30th District
Rising Star Resource Development Corporation	Dallas	TX	Texas District 3
Let's Go To Work	El Paso	TX	Texas District 16
ReadyOne Industries, Inc.	El Paso	TX	Texas District 16
Expanco, Inc.	Fort Worth	TX	Texas District 33
Goodwill Industrial Services of Fort Worth, Inc.	Fort Worth	TX	Texas District 33
Tarrant County Association for the Blind	Fort Worth	TX	Texas 12th District

NAME	CITY	STATE	CONGRESSIONAL DISTRICT
Arbor Products, Inc.	Houston	TX	Texas District 18
CRI Federal Services	Houston	TX	Texas District 2
Lighthouse for the Blind of Houston	Houston	TX	Texas 2nd District
On Our Own Services, Inc.	Houston	TX	Texas District 2
Southeast Vocational Alliance, Inc.	Houston	TX	Texas District 9
Burke Center, Inc.	Lufkin	TX	Texas District 1
Concho Resource Center	San Angelo	TX	Texas District 11
MHMR Services for the Concho Valley	San Angelo	TX	Texas District 11
West Texas Lighthouse for the Blind	San Angelo	TX	Texas 11th District
Endeavors Unlimited, Inc.	San Antonio	TX	Texas District 20
Goodwill Industries of San Antonio Contract Services	San Antonio	TX	Texas District 35
HHI Services Inc.	San Antonio	TX	Texas District 21
Mavagi Enterprises, Inc.	San Antonio	TX	Texas District 20
San Antonio Lighthouse for the Blind	San Antonio	TX	Texas 35th District
South Texas Housing and Community Development Corp, Inc.	San Antonio	TX	Texas District 35
Training, Rehabilitation, & Development Institute, Inc.	San Antonio	TX	Texas District 35
World Technical Services, Inc.	San Antonio	TX	Texas District 28
East Texas Lighthouse for the Blind	Tyler	TX	Texas 1st District
Beacon Lighthouse, Inc.	Wichita Falls	TX	Texas 13th District
Work Services Corporation	Wichita Falls	TX	Texas District 13
Pioneer Adult Rehabilitation Center Davis County School District	Clearfield	UT	Utah District 1
EnableUtah	Ogden	UT	Utah District 1
Community Foundation for the Disabled, Inc.	Salt Lake City	UT	Utah District 4
Utah Industries for the Blind	Salt Lake City	UT	Utah 2nd District
ServiceSource, Inc.	Alexandria	VA	Virginia District 8
Linden Resources, Inc.	Arlington	VA	Virginia District 8
Virginia Industries for the Blind	Charlottesville	VA	Virginia 5th District
WorkSource Enterprises	Charlottesville	VA	Virginia District 5
Chesapeake Service Systems, Inc.	Chesapeake	VA	Virginia District 4
Southside Training Employment Placement Services (STEPS)	Farmville	VA	Virginia District 5
Rappahannock Goodwill Industries, Inc.	Fredericksburg	VA	Virginia District 1
Able Forces, Inc.	Front Royal	VA	Virginia District 6
VersAbility Resources, Inc.	Hampton	VA	Virginia District 3
Friendship Industries, Inc.	Harrisonburg	VA	Virginia District 6
Every Citizen Has Opportunities, Inc.	Leesburg	VA	Virginia District 10
Lynchburg Sheltered Industries, Inc.	Lynchburg	VA	Virginia District 6
Didlake, Inc.	Manassas	VA	Virginia District 10
Community Alternatives, Incorporated	Norfolk	VA	Virginia District 2
Louise W. Eggleston Center, Inc.	Norfolk	VA	Virginia District 2
Progressive Adult Rehabilitation Center, Inc.	Petersburg	VA	Virginia District 3
Portco, Inc.	Portsmouth	VA	Virginia District 3
Goodwill Services, Inc.	Richmond	VA	Virginia District 3
Richmond Area Association for Retarded Citizens	Richmond	VA	Virginia District 3
Goodwill Industries of the Valleys, Inc.	Roanoke	VA	Virginia District 6
MVLE, Inc.	Springfield	VA	Virginia District 8
Sarah's Mentoring Center, Inc.	Virginia Beach	VA	Virginia District 2
NW Works, Inc.	Winchester	VA	Virginia District 10
Mount Rogers Community Services Board	Wytheville	VA	Virginia District 9
AtWork!	Bellevue	WA	Washington District 9

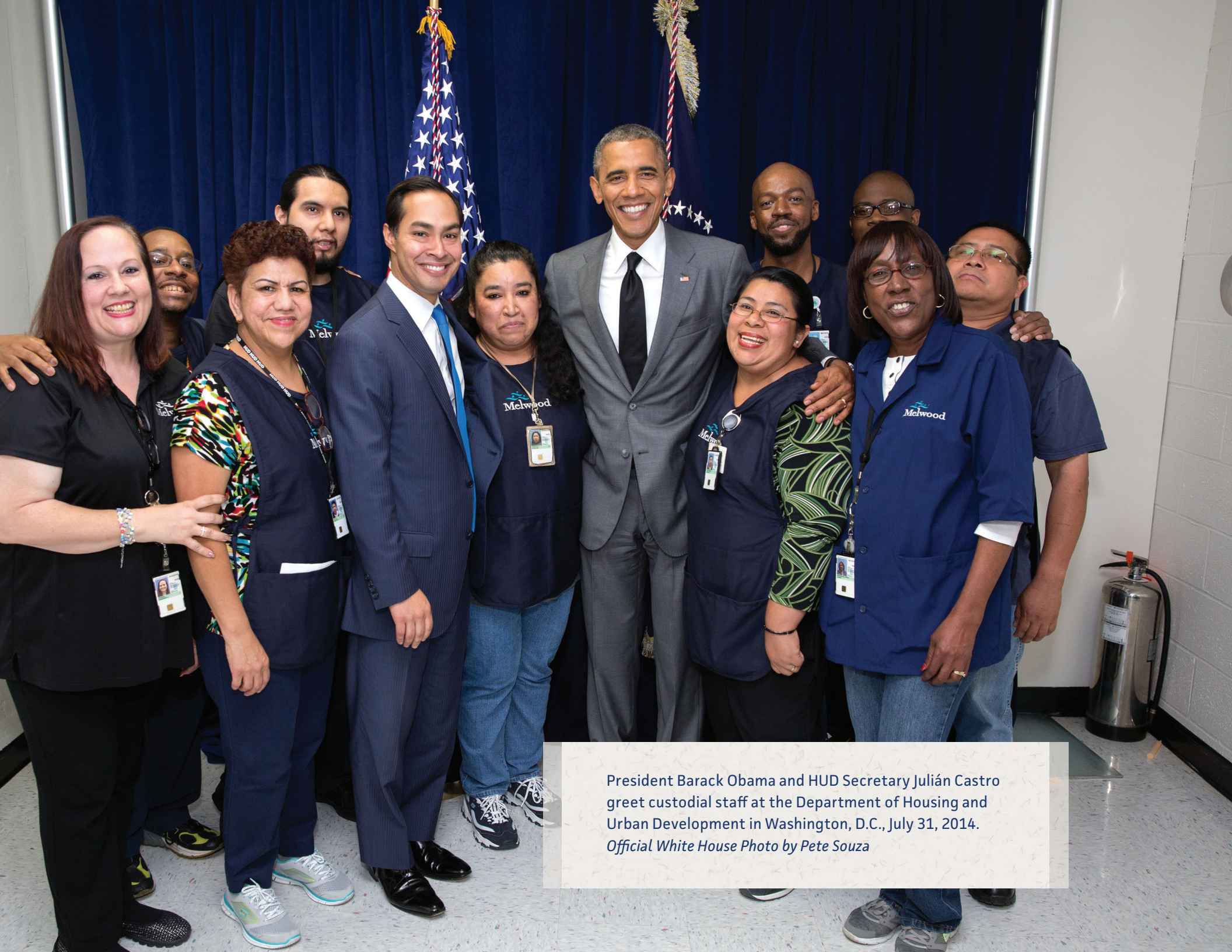
NAME	CITY	STATE	CONGRESSIONAL DISTRICT
Cascade Christian Services	Bellingham	WA	Washington District 2
Lake Whatcom Residential and Treatment Center	Bellingham	WA	Washington District 2
Holly Ridge Center	Bremerton	WA	Washington District 6
Peninsula Services	Bremerton	WA	Washington District 6
Skookum Educational Programs	Bremerton	WA	Washington District 6
Asotin County Community Services	Clarkston	WA	Washington District 5
Columbia Industries	Kennewick	WA	Washington District 4
New Leaf, Inc.	Oak Harbor	WA	Washington District 2
Morningside	Olympia	WA	Washington District 10
Northwest Center	Seattle	WA	Washington District 9
Provail	Seattle	WA	Washington District 7
The Lighthouse for the Blind, Inc. (Seattle Lighthouse)	Seattle	WA	Washington 9th District
Good Works, Inc.	Spokane	WA	Washington District 5
Skills'kin	Spokane	WA	Washington District 5
VADIS	Sumner	WA	Washington District 10
Goodwill Contracting Services	Tacoma	WA	Washington District 6
Lillie Rice Center	Walla Walla	WA	Washington District 5
Yakima Specialties, Inc.	Yakima	WA	Washington District 3
L. E. Phillips Career Development Center, Inc.	Eau Claire	WI	Wisconsin District 3
Brooke Industries, Inc.	Fond du Lac	WI	Wisconsin District 6
Opportunities, Inc. of Jefferson County	Fort Atkinson	WI	Wisconsin District 5
ASPIRO, Inc.	Green Bay	WI	Wisconsin District 8
ORC Industries, Inc.	La Crosse	WI	Wisconsin District 3
Madison Area Rehabilitation Centers, Inc.	Madison	WI	Wisconsin District 2
Goodwill Industries of Northern Wisconsin and Upper Michigan, Inc.	Marinette	WI	Wisconsin District 8
Associated Industries for the Blind	Milwaukee	WI	Wisconsin 4th District
Goodwill Industries of Southeastern Wisconsin, Inc.	Milwaukee	WI	Wisconsin District 4
Milwaukee Center for Independence, Inc.	Milwaukee	WI	Wisconsin District 4
Wiscraft, Inc.	Milwaukee	WI	Wisconsin 4th District
Easter Seals Southeast Wisconsin, Inc.	Waukesha	WI	Wisconsin District 4
Industries for the Blind, Inc.	West Allis	WI	Wisconsin 5th District
ODC Government Services, Inc.	Wisconsin Rapids	WI	Wisconsin District 3
Job Squad, Inc.	Bridgeport	WV	West Virginia District 1
Buckhannon-Upshur Work Adjustment Center, Inc.	Buckhannon	WV	West Virginia District 2
Goodwill Industries of Kanawha Valley	Charleston	WV	West Virginia District 2
The Sheltered Workshop of Nicholas County, Inc.	Craigsville	WV	West Virginia District 3
Prestera Center for Mental Health Services, Inc.	Huntington	WV	West Virginia District 3
Integrated Resources, Inc.	Maben	WV	West Virginia District 3
PACE Enterprises of West Virginia, Inc.	Morgantown	WV	West Virginia District 1
SW Resources, Inc.	Parkersburg	WV	West Virginia District 1
Gateway Industries, Inc.	Ronceverte	WV	West Virginia District 3
Hancock County Sheltered Workshop, Inc.	Weirton	WV	West Virginia District 1
Russell Nesbitt Services, Inc.	Wheeling	WV	West Virginia District 1
Magic City Enterprises, Inc.	Cheyenne	WY	Wyoming At-Large
Northwest Community Action Programs of Wyoming, Inc.	Worland	WY	Wyoming At-Large

AbilityOne PROGRAM WORKFORCE



This pie chart is a combination of data provided by NIB and SourceAmerica®. NIB data reflect the actual number of AbilityOne® Program employees who are blind and are employed by NIB associated nonprofit agencies. SourceAmerica data are based on the Employee Research System data from 28,400 AbilityOne Program employees who work

for SourceAmerica affiliated nonprofit agencies and who are blind or have significant disabilities. These combined data reflect the projected breakdown of all AbilityOne Program employees by primary disability, but do not include or reflect those with multiple disabilities.



President Barack Obama and HUD Secretary Julián Castro greet custodial staff at the Department of Housing and Urban Development in Washington, D.C., July 31, 2014.

Official White House Photo by Pete Souza



The Committee for Purchase From People
Who Are Blind or Severely Disabled
began operating as the U.S. AbilityOne
Commission on October 1, 2011

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