Honoring our heritage

In 1938, the Wagner-O’Day Act was passed under President Franklin D. Roosevelt in order to provide employment opportunities for people who are blind by allowing them to manufacture mops and brooms to sell to the federal government. The Javit’s Amendment of 1971 included providing employment opportunities for people with other severe disabilities and allowing the program to furnish services to the federal government. This amendment changed the name to the Javit’s-Wagner-O’Day (JWOD) Act. It also created the Committee for Purchase From People Who Are Blind or Severely Disabled as an independent federal agency to administer the JWOD Act.

The Committee approved the name change from JWOD Program to AbilityOne in November 2006. The Committee determined that a stronger, more descriptive name (AbilityOne) would better communicate the program’s benefits and honor its workforce. The AbilityOne brand logo was approved in April 2007.

The AbilityOne Program creates jobs and training opportunities for people who are blind or who have other severe disabilities, empowering them to lead more productive and independent lives. Its primary means of doing so is by requiring Government agencies to purchase selected products and services from nonprofit organizations employing such individuals.

Currently the AbilityOne Program provides employment opportunities for more than 40,000 people who are blind or have other severe disabilities by orchestrating government purchases of products and services provided by nonprofit agencies employing such individuals throughout the country, Guam and Puerto Rico. The AbilityOne Program is the single largest employer of people who are blind or have other severe disabilities in the United States.

**Mission**
Provide employment opportunities for people who are blind or have other severe disabilities in the manufacture and delivery of products and services to the federal government.

**Vision**
The AbilityOne Program enables all people who are blind or have other severe disabilities to achieve their maximum employment potential.

**Vision will be realized when:**

Every person who is blind or severely disabled and who wants to work is provided an opportunity to be employed productively.

Every AbilityOne employee earns not only the federal minimum wage (or higher applicable state minimum wage) but also a living wage and benefits package appropriate to his or her geographic locality.

AbilityOne employees are provided the training and development they need to be successful in their current positions, and ultimately achieve their maximum employment potential.

Every AbilityOne employee is provided the opportunity, with or without accommodations, to advance to his or her maximum employment potential, including internal or external competitive placement or management and administrative positions.

All AbilityOne products and services provide best value to federal customers, thus earning their continued support and loyalty.
# Committee 2007 Annual Report Contents

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I am pleased to present the 2007 Annual Report of the Committee for Purchase From People Who Are Blind or Severely Disabled. This report demonstrates how the Committee, along with its key stakeholders, is working to ensure that the AbilityOne Program is as relevant today – if not more so - as it was when Congress created the Wagner-O’Day Act in 1938.

AbilityOne products are used throughout government offices, warehouses, military installations, and maintenance facilities. Our manufactured clothing and equipment provide federal military and civilian personnel at home and abroad with the items that protect and assists them with meeting their missions. AbilityOne also supports federal personnel throughout the United States, Guam and Puerto Rico, with such services as secured mailrooms, facilities operations support, and vehicle upfitting.

AbilityOne contract employees who are blind or have other severe disabilities, like those featured in this report, are familiar faces. You can see them every workday, from the Statue of Liberty, the White House, Veteran’s Administration Hospitals, Department of Homeland Security to federal courthouses and military dining facilities. These skilled employees deliver mail, answer phone inquiries, maintain buildings and grounds, clean offices and furnish fleet operations. Their work itself demonstrates the capability, accountability, credibility and reliability of the AbilityOne Program.

While a decrease in the number of people employed through the program in Fiscal Year 2007 reflects both the broader economy and the peaks and valleys associated with war-time procurement, we are pleased that average wages for AbilityOne employees increased twenty-cents per hour to over $10.00. This compares to an increase of less than ten cents in the average wage nationwide.

Committee members, staff, and key stakeholders work together using the goals and objectives set forth in the Committee’s Strategic Plan for the AbilityOne Program to inform and guide their business activities. The resulting alignment of program entities ensures that the
Committee

AbilityOne Program continues to be successful and moves it closer to achieving the Program’s vision of employment for all people who are blind or have other severe disabilities.

The AbilityOne Program strives to be a solution provider for its federal customers and a quality employer of people who are blind or have other severe disabilities. This year, when the Committee revised the strategic plan, it introduced a program philosophy - “Social Mission via Customer Value” - to affirm the important role it believes federal customers play in the AbilityOne Program. As the program strives to be a solution provider, it is the program’s responsibility to ensure that its customers know of its wide-ranging capabilities and see it as a value proposition in terms of price, quality, and delivery. Doing so, should lead to additional employment opportunities for program participants. Employees are afforded the opportunity to earn equitable wages and build skill sets that foster career advancement. We are proud when nonprofit agencies promote AbilityOne employees from within and when the skills they have gained through the program allow them the opportunity to seek employment from other community employers.

The Annual Report contains a list of AbilityOne-participating agencies by state. These organizations employ, train, and often provide important life skills to individuals who work on federal contracts provided through the program. We invite members of Congress and its staff to contact the Committee staff to arrange a tour of participating agency facilities and witness the contributions of the AbilityOne workforce to the business of the federal government first hand.

“Americans helping Americans” is the spirit of the AbilityOne Program as it pursues its mission, to provide employment opportunities for people who are blind or have other severe disabilities. While the heart of the program is the more than 40,000 Americans employed who are blind or have other severe disabilities, it is the vital partnership AbilityOne has with its valued federal customers that embodies this spirit and makes the American dream possible for people employed through the program. As you review our accomplishments for Fiscal Year 2007, I want to thank all those who supported the Committee’s efforts through the AbilityOne Program, and I look forward to your continued participation.

Sincerely,

Andrew Houghton
Chairperson
Committee

About the Committee

Committee for Purchase From People Who Are Blind or Severely Disabled is the independent federal agency responsible for administering the Javits-Wagner-O’Day Act (41 U.S.C. 46-48c). The Committee’s mission is to generate job opportunities for people who are blind or have other severe disabilities in the manufacture and delivery of products and services to the federal government. The Committee’s primary means of doing so is through the federal acquisition system, where the purchase of products and services furnished by nonprofit agencies participating in the AbilityOne Program enables the nationwide employment of people who are blind or have other severe disabilities.

The Committee consists of 15 members, all of whom are appointed by the President. Eleven federal agencies are represented on the Committee which includes: Departments of Agriculture, Air Force, Army, Commerce, Defense, Education, Justice, Labor, Navy, Veterans Affairs, and the General Services Administration, as specified in the Act. The remaining four members are private citizens knowledgeable about the employment problems of people who are blind or have other severe disabilities, including those employed by nonprofit agencies associated with the AbilityOne Program. Among its responsibilities, the Committee:

- Determines which products and services are suitable for purchase by the federal government, and thus, added to the program Procurement List. Once included on the list, federal customers buy the items/service from AbilityOne-participating nonprofit agencies;
- Sets the fair market prices for these products and services, and revises the prices when appropriate;
- Ensures that AbilityOne-associated nonprofit agencies comply with Committee rules and regulations (through on-site reviews of agency operations, annual certifications and other means);
- Works with federal customers to facilitate their AbilityOne Program purchases;
- Communicates to federal customers the benefits and processes associated with purchasing AbilityOne Program products and services;
- Identifies and researching issues of interest to the AbilityOne Program for review and discussion by the Committee;
- Reviews and analyzing recommended fair market prices for current and proposed AbilityOne Program products and services;
- Assists nonprofit agencies in complying with Committee rules and regulations and those of other federal agencies; and
- Implements technology infrastructures to facilitate communication and rapid access to information electronically among Committee members, Committee staff, central nonprofit agencies, nonprofit agencies, and federal customers.

Organization Chart

[Diagram showing the organization chart of the Committee for Purchase From People Who Are Blind or Severely Disabled]
Committee Members

Andrew D. Houghton, Chairperson
Private Citizen—Nonprofit Agency Employees with Other Severe Disabilities
March 2003

James H. Omvig, Vice Chairperson
Private Citizen—Nonprofit Agency Employees Who are Blind - March 2003

Patrick R. Leahy
Department of Commerce
Director of Legislative Affairs
June 2007

Paul M. Laird
Chief Operating Officer,
UNICOR Corporate Management
Federal Prison Industries
Department of Justice
June 2007

J. Anthony (Tony) Poleo
Department of Defense
Chief Financial Officer
Defense Logistics Agency
February 2007

Edward W. Walters
Deputy Assistant Secretary of the Army
(Strategy and Performance Planning)
Department of the Army
June 2007

Osborne A. Day
Private Citizen—Obstacles to Employment of Persons Who are Blind
July 2005

Rear Admiral Alan S. Thompson
Commander, Naval Supply Systems Command and Chief of Supply Corps
NAVSUP
Department of the Navy
June 2007

Kathleen Ann James
Department of the Air Force
Chief, Air Force Labor Advisors Office
June 2007

James E. House
Director
Office of Small and Disadvantaged Business Utilization
Department of Agriculture
May 2006

Robert T. Kelly, Jr.
Private Citizen—Obstacles to Employment of Persons with Other Severe Disabilities
July 2003

Perry E. Anthony
Deputy Commissioner
Rehabilitation Services Administration
Department of Education
May 2006

Felipe Mendoza
General Services Administration
Associate Administrator
Office of Small Business Utilization
July 2003

Robert J. Henke
Department of Veterans Affairs
Assistant Secretary for Management Office of Management
May 2006
Committee Member changes

The Committee is comprised of 15 Presidential Appointees and currently has 14 members. In June 2007, Dr. W. Roy Grizzard, Assistant Secretary for Disability Employment Policy, left the Committee as the Department of Labor representative. While his member-seat remains unfilled, six others were appointed as new Committee members:

New Members Include:

Kathleen A. James, Chief of the Air Force Labor Advisors Office, represents the interests of the Department of the Air Force. James has held numerous staff positions within the Air Force Deputy Assistant Secretary (Contracting) organization. Among them, she was a senior procurement analyst to the Air Force Program Executive Officers for Combat and Mission Support and C2 and Combat Support Systems.

Paul M. Laird, Assistant Director of the Industries, Education, and Vocational Training Division - Federal Bureau of Prisons, and Chief Operating Officer of Federal Prison Industries (UNICOR), represents the interests of the Department of Justice. Laird has served in various positions of increasing responsibility throughout the Department of Justice.

Patrick R. Leahy, Director of Legislative Affairs Commerce Secretary at the Department of Commerce, represents the interests of the Department of Commerce. Before joining the Department, Leahy worked for the House Administration Committee in the U.S. House of Representatives.

Rear Admiral Alan S. Thompson, Commander, Naval Supply Systems Command and 44th Chief of Supply Corps, represents the interests of the Department of the Navy. Thompson is responsible for community management of over 3,400 active and Reserve Supply Corps officers and over 27,000 active and Reserve enlisted personnel.

Edward W Walters, III, Deputy Assistant Secretary of the Army, represents the Department of the Army. Walters is the lead for strategy management within the Office of the Assistant Secretary of the Army for Acquisition, Logistics and Technology. He manages the formulation of strategy for a wide variety of acquisition, logistics, and technology programs that are of significant Army-wide importance.

J. Anthony (Tony) Poleo, Chief Financial Officer, Defense Logistics Agency, represents the Department of Defense (DoD). Poleo heads the DLA Comptroller (J-8). J-8 is responsible for obtaining and allocating resources, analyzing execution, providing fiscal guidance and advice to support the agency.
Committee

Staff support

The Committee has a full-time staff with offices located in Arlington, Virginia. The staff receives and reviews information submitted by its two designated Central Nonprofit Agencies, National Industries for the Blind and NISH (serving people with a range of disabilities), proposing to add or delete products and service projects to or from the Procurement List. The purpose of the review process is to ensure that the Committee has adequate information to determine the suitability of proposed additions and/or deletions from the Procurement List. Suitability and pricing information compiled by the staff is submitted to Committee members for their deliberation and decision regarding such changes to the Procurement List.

Executive Director, General Counsel retire

The Committee staff saw the retirement of Leon A. Wilson, Jr., Executive Director, and G. John Heyer, General Counsel.

Wilson served as the Executive Director from 2000-2007. During his tenure, Wilson worked with three Committee chairpersons to make significant improvements in the functioning of the Committee and to improve its overall processes. Under his leadership, a subcommittee system was put in place that made the process used by the Committee to decide important issues of policy and regulation significantly more efficient and effective. Wilson was also instrumental in developing the protocols that govern the Committee’s deliberations and voting process. He caused the staff to define the agency’s Enterprise Architecture and set in-motion those software development activities that are resulting in the deployment of the Procurement List Information Management System (PLIMS). Most importantly, Mr. Wilson can be credited with identifying federal government customer satisfaction as the factor most critical to the future success of the AbilityOne Program.

Heyer joined the Committee staff on October 1, 1986, as a detailed lawyer from GSA. He joined the staff full-time in May 1990, becoming the Committee’s first General Counsel. He played a key role, as drafter and legal adviser, in a complete rewriting of the Committee’s regulations. He was a legal “beacon” during his years of service to the AbilityOne Program, as his legal expertise, insight, judgment and professionalism proved to be invaluable.

Andrew Houghton, Committee Chairperson, presents John Heyer with a coin and thanks him for his many years of support.
Committee

**Strategic Plan - revised**

In July 2007, the Committee and key program stakeholders undertook revisions of the Strategic Plan to make it sharper, simpler, and most importantly, to focus the plan, and thereby the program, on those areas of performance, including Committee oversight responsibilities, deemed most crucial to the program’s success.

The revision resulted in a program strategic plan with five goals and nine objectives and their associated performance measures – certainly simpler and more focused than the previous plan with more than 20 objectives. Additionally, the revised strategic plan formally introduces a “Program Philosophy” that was endorsed by the Committee and key stakeholders during the strategic planning session. Simply stated, when the Committee and the CNAs adopt the same customer value philosophy, “Social Mission via Customer Value” the AbilityOne Program will be aligned.

While the AbilityOne Program is a mandatory source for government procurements, government customers are more likely to use the program if they view it as having a strong customer value proposition in terms of price, quality, and delivery.

In addition to describing the program’s philosophy, the revised strategic plan introduces a new Goal – Stewardship, Program Integrity, and Leadership. This goal captures the importance that the program places on compliance with the Javits-Wagner-O’Day Act in terms of the statutory 75% direct-labor hour requirement and with the Committee’s regulations for nonprofit agencies maintaining their status as “qualified nonprofit agencies” in the AbilityOne Program. The goal also affirms the program’s leadership responsibility to inculcate the customer value philosophy at all levels of the program. Doing so helps ensure alignment, better assures customer satisfaction, and can lead to more work and additional employment opportunities for people who are blind or have other severe disabilities.

“**The world is moved not only by the mighty shoves of the heroes, but also by the aggregate of the tiny pushes of each honest worker.”**

--Helen Keller

**Committee Meetings**

**During FY 2007, the Committee held six formal meetings on the following dates:**

- November 09, 2006
- January 11, 2007
- March 08, 2007
- April 29, 2007
- July 12, 2007
- September 13, 2007
Committee

Central nonprofit agencies

National Industries for the Blind (NIB) and NISH

The Javits-Wagner-O’Day Act authorizes the Committee to designate “a central nonprofit agency or agencies to facilitate the distribution” of government orders of Procurement List products and services among nonprofit agencies employing people who are blind or have other severe disabilities. The Committee has designated National Industries for the Blind (NIB) and NISH (serving people with a range of disabilities) as the national nonprofit organizations that perform this and other functions that assist nonprofit agencies to participate in the AbilityOne Program. NIB and NISH work closely with federal contracting activities and nonprofit agencies to match government requirements with nonprofit agency capabilities.

Each of the more than 600 community-based nonprofit agencies participating in the AbilityOne Program during FY 2007 is associated with either NIB or NISH.

NIB and NISH also provide their associated agencies with many other services, including: communications and public relations materials, information technology support, engineering, financial and technical assistance, and professional training programs.

NIB is headquartered in Alexandria, Va. In FY 2007, 71 NIB-affiliated agencies participated in the AbilityOne Program. NISH is headquartered in Vienna, Va., with regional offices in California, Washington, Georgia, Virginia, Texas and Illinois. In FY 2007, 544 nonprofit agencies participating in the AbilityOne Program were affiliated with NISH.

Central nonprofit agency’s delegated responsibilities

- Allocating government orders for AbilityOne projects among nonprofit agencies.

- Assisting nonprofit agencies in the development of new AbilityOne projects for the Committee’s consideration, including the negotiation of proposed AbilityOne contract prices, addressing production/service provision concerns, and compliance with Committee regulations.

- Evaluating federal customer needs and nonprofit agencies’ capabilities to provide specific products and services, and facilitating distribution channels.

- Obtaining item procurement histories from federal contracting activities and other information required by the Committee.
E.R. “Dick” Alley Career Achievement Award

E.R. "Dick" Alley Career Achievement Award was established in 1998 in honor and recognition of Dick Alley who provided more than 25 years of dedicated service to the AbilityOne Program as the Deputy Executive Director of the Committee for Purchase From People Who Are Blind or Severely Disabled. This award recognizes individuals who demonstrate extraordinary achievement and sustained efforts in utilizing the federal procurement system to create jobs for people who are blind or have other severe disabilities under the auspices of the AbilityOne Program.

Cindy Maltby, Program Manager, Executive Office of the President, Office of Management and Budget, Office of Federal Procurement Policy, Washington, D.C., was awarded this year’s Dick Alley award for her steadfast support of the AbilityOne Program.

Maltby’s hard work and dedication to the AbilityOne Program since 1992 has resulted in more than 100 quality jobs for persons who are blind or have other severe disabilities. She has instructed hours of quality AbilityOne training on such topics as Outsourcing, Greening and Disability Awareness. She also conducted workshops for Department of Interior (DOI) acquisition and property conferences and training, and governmentwide and departmentwide acquisition intern programs.

While working for Congress, Maltby learned to advocate for the AbilityOne Program. She relentlessly worked to persuade the House Office Supply Store to carry more quality blind made products. After Congress, Maltby worked for a large Office Supply Company in the government purchasing department where she provided them with necessary training and expertise to sell to the government.

Maltby was the initiator and driving force behind the highly successful custodial contract at one of America’s high profile landmarks, the Statue of Liberty and Ellis Island. This contract continues to employ over 16 persons with severe disabilities.

As the Acting President for the nonprofit Society of Underprivileged and Handicapped Children, Inc., for two years, Maltby gained priceless hands on experience working with persons with severe disabilities. She found that through the AbilityOne Program people who are blind or have other severe disabilities are provided the opportunity to live the American Dream.

In 1994 the Committee established DOI as an Ex-Officio Member where Maltby serves as the Liaison.

The AbilityOne Community has consistently recognized Maltby for her staunch commitment and dedication to the program. The Secretary of Interior recognized her with a Distinguished Honor Award for her exceptional work within the AbilityOne Community. Maltby received the Superior and Meritorious Honor Awards as well for her extraordinary commitment and outstanding achievements with the AbilityOne Program.

Maltby believes in and makes AbilityOne part of her life, she takes every opportunity to advocate and promote the program.
Committee

Outstanding Contributions Awards

AbilityOne’s Outstanding Contributions Award recognizes federal employees whose efforts make a positive impact on the AbilityOne Program and especially, on the employment opportunities for people who are blind or have other severe disabilities. The recipients of this year’s awards exemplify the much appreciated support we need to continue building the AbilityOne Program.

Sean Murphy, Contracting Officer with the Army RDECOM Acquisition Center, Natick Contracting Division, Mass., was instrumental in the growth of the Natick’s support of the AbilityOne Program which grew from $5.1 million to $65 million. Due to his efforts over the last six years, contracts awarded under his leadership currently provide employment for more than 450 people who are blind or have other severe disabilities.

John Elliott, Supervisory Contract Specialist at Scott Air Force Base, Ill., has supported the program for seven years and managed four AbilityOne contracts, including grounds maintenance, food service, custodial services and operations of the Scott Recycling Center. Currently, his contracts provide employment for 170 people with severe disabilities. Furthermore, last year 63 AbilityOne employees graduated from the rehabilitation program and 20 were placed into competitive employment.

Arvetta (Tina) Edens, Contract Specialist at Little Rock Air Force Base, Ark., has dedicated 14-years to developing and enhancing the AbilityOne Program for the Arkansas Army National Guard and Little Rock Air Force Base. Her championing the AbilityOne Program has provided employment to more than 145 people with severe disabilities.

Leslie Strand, Lead Contract Specialist/Contracting Officer at Elmendorf Air Force Base, Alaska, oversees AbilityOne contracts that provide employment to 100 people who are blind or have other severe disabilities. These contracts positively impact 10,000 government personnel and their dependents daily. AbilityOne employees at the Elmendorf dining facility backfill essential military personnel positions due to deployment and serve 40,000 meals a month and operate at peak efficiency around the clock.

Lt. Col. Roger Westermeyer, Commander of the 55th Contracting Squadron at Offutt Air Force Base, Neb., has a long-standing record of support and advocacy of the AbilityOne Program that has increased the growth of services at Fairchild and Offutt Air Force Bases. He was instrumental in the 256% growth of AbilityOne employees for custodial and grounds maintenance contracts.

Nancy Holdaway, Senior Contracting Officer/Small Business Representative at the Department of Veterans Affairs, displayed her commitment to maximize AbilityOne job opportunities during the last 16 years. Through her initiative, she has provided employment for approximately 80 people who are blind or have other severe disabilities. She was instrumental in initiating a VA switchboard contract which resulted in communication centers, mailroom, janitorial, and laundry contracts.
Qualifying as a nonprofit agency

The AbilityOne Program is a unique public-private initiative. Nonprofit organizations participating in the AbilityOne Program may be privately incorporated, state-owned, or state-operated organizations. They are located in communities across the United States, Guam and Puerto Rico.

The AbilityOne-participating nonprofit organizations are the program’s on-the-ground resource for creating employment opportunities for people who are blind or have other severe disabilities. At the same time, these organizations provide products and service solutions to meet their federal customers’ needs.

All nonprofit agencies participating in the AbilityOne Program are affiliated with either National Industries for the Blind (NIB) or NISH (serving individuals with a range of disabilities).

To be recognized as a “qualified nonprofit agency” under the Javits-Wagner-O’Day Act, nonprofit agencies:

- must be organized under the laws of the United States or of any State, operated in the interest of individuals who are blind or have other severe disabilities, and the net income cannot inure in whole or in part to the benefit of any shareholder or other individual;
- must comply with any applicable occupational health and safety standard prescribed by the Secretary of Labor; and
- at least 75 percent of the hours of direct labor performed annually by the nonprofit agency must be performed by workers who are blind, in the case of agencies associated with NIB, and by workers who are blind or have other severe disabilities, in the case of agencies associated with NISH.

To maintain its qualification under the Javits-Wagner-O’Day Act, AbilityOne participating nonprofit agencies must also:

- provide the federal government with a quality product or service, on time, and at a fair market price;
- comply with the applicable compensation, employment, and occupational health and safety standards prescribed by the Secretary of Labor;
- comply with directives or requests issued by the Committee in furtherance of the objectives of the Javits-Wagner-O’Day Act or its implementing regulations;
- maintain appropriate medical and competitive employment documentation for each individual performing direct labor who is blind or has a severe disability;
- maintain records of direct labor hours performed in the nonprofit agency by each employee;
- make its records available for inspection to representatives of the Committee or the central nonprofit agency representing the nonprofit agency;
- maintain an ongoing placement program to assist those individuals capable and desirous of competitive employment;
- provide to the Committee, through NIB and NISH, appropriate Annual Certification data; and
- pay to the central nonprofit agency a fee, not to exceed the fee limit approved by the Committee, to fund the central nonprofit agency’s role in facilitating the nonprofit agency’s participation in the AbilityOne Program.
Committee

Definitions

Definition of blindness

The Javits-Wagner-O’Day Act and the Committee’s regulations define blindness as:

“central visual acuity which “does not exceed 20/200 in the better eye with correcting lenses or… visual acuity if better than 20/200… accompanied by a limit to the field of vision in the better eye to such a degree that its widest diameter subtends an angle no greater than 20 degrees.”

Definition of severe disability

The Javits-Wagner-O’Day Act and the Committee’s regulations define a severe disability other than blindness as:

“a severe physical or mental impairment (a residual, limiting condition resulting from an injury, disease, or congenital defect) which so limits the person’s functional capabilities (mobility, communication, interpersonal skills, self-care, self-direction, work tolerance or work skills) that the individual is unable to engage in normal competitive employment over an extended period of time.”
Committee

Legislative update

Javits-Wagner-O’Day Act (41 U.S.C.§ 46-48c) stipulates that the Committee’s annual report to the President and Congress shall include any recommendations for changes in the Act that it determines are necessary. In Fiscal Year 2006 the Committee approved the broad principles listed below to help guide modernization of the JWOD Act. In Fiscal Year 2007 the Committee used these guidelines as it began considering a variety of options to update the Act. When specific legislative provisions are identified by the Committee they will be submitted to the President’s Office of Management and Budget before transmission to Congress.

- Sustaining and improving the initial/recurring employment opportunities for people who are blind or severely disabled employed under this Act.
- Sustaining and improving the upward mobility employment opportunities for people who are blind or severely disabled initially employed under this Act.
- Streamlining the statutory processes used to justify, add, delete, and transfer projects to/from the Procurement List.
- Ensuring that the entire AbilityOne system including the participating nonprofit agencies, Central Nonprofit Agencies (CNA) and federal agencies, accept and comply with the highest levels of accountability, ethical and integrity standards.

Andrew Houghton, Chairperson, joins Marine Corps recruits for lunch prepared by AbilityOne employees at the Marine Corps Recruit Depot San Diego’s dining hall.

“Interdependence is and ought to be as much the ideal of man as self-sufficiency. Man is a social being.”

Mahatma Gandhi
1869-1948, Indian Spiritual Leader
The Essential Gandhi
The AbilityOne Program is environmentally conscious and aware that many of the products and services its participating nonprofits provide to our federal customers have an impact on our natural and man-made environments. Chemical products used on AbilityOne contracts in lines of business, such as janitorial-custodial, laundry and grounds maintenance also have environmental implications.

With global demand for natural resources growing, it just makes good business sense to conserve, reduce, and reuse raw materials whenever and wherever possible. Further, with the rising costs associated with the shipping, storage and disposal of hazardous waste, incorporating sustainable non-toxic, non-hazardous, effective ingredients in the manufacture of chemical products is yet another step that makes sense from a product life-cycle perspective.

As a priority source of supply for a wide range of products and services to the federal marketplace, in 2007 the AbilityOne Program continued to step up efforts to offer environmentally responsible choices to our customers. The Committee continues to encourage AbilityOne-associated nonprofit organizations through National Industries for the Blind and NISH to keep abreast of federal environmental initiatives and to ensure that AbilityOne products comply with environmental laws, mandates, and Executive Orders whenever they are applicable.

Further, the federal government is moving forward in its drive toward creating a sustainable future for America. Federal environmental initiatives, such as Executive Order 13423, Strengthening Federal Environmental, Energy, and Transportation Management, signed by President Bush on January 27th 2007, call on Federal procurement executives and contracting professionals to play a key role in making this vision a reality. The federal government is the largest purchaser of goods and services in the nation. The Executive Order directs federal agencies to implement “sustainable environmental practices, including the acquisition of biobased, environmentally preferable, energy-efficient, water-efficient, and recycled content products and use of paper that contains a minimum of 30 percent post-consumer fiber.” The mandate also requires agencies to “reduce the quantity of toxic and hazardous chemicals and materials acquired, used or disposed of by the agency and to maintain cost-effective waste prevention and recycling programs.”

Knowing that our customers want environmentally responsible products, the AbilityOne Program, must ensure that our offerings meet and/or exceed the attributes that qualify a product as environmentally preferable. In addition, customers, through contract language, are requiring the use of environmentally preferable products in the performance of service contracts. Fortunately, AbilityOne Program partners are up to the challenge. Both NIB and NISH have environmental initiatives in place to ensure the AbilityOne Program does its part in helping to create cleaner, safer, healthier environments in federal offices, facilities, warehouses and other workplaces today and in the future.
Committee

AbilityOne brand approved

The Committee approved a new logo for the recently adopted AbilityOne Program name. It is available for use by nonprofit and government agencies participating in this governmentwide initiative.

The logo creates a unique brand identity for the AbilityOne Program -- to help communicate what makes the program special, to distinguish it from other programs and to leave a lasting impression with our various audiences.

Branding is essential in today's marketing world. This brand will establish an identity for current and future participants to think of AbilityOne as their first choice for procurement.

After the Committee approved the name change, a staff working group, including representatives from the program's two Central Nonprofit Agencies, National Industries for the Blind (NIB) and NISH (creating jobs for people with severe disabilities), began working on the logo that will accompany the AbilityOne name in future communications.

The design represents different parts of the program coming together and becoming a unit. The three boxes represent people working together for one cause. The red box stands strong at the top, holding the name AbilityOne. The navy blue box holds a star, representing quality - "a job well done." The light blue box represents the people and entities that make AbilityOne possible. The light blue is a field of color that stands alone or can hold different entity names such as "program," "network" or "team member." The logo also works as a seal of quality, a stamp of approval.

The AbilityOne Program brand was officially launched by the Committee during the NISH National Training and Achievement Conference in Grapevine, Texas, on April 29, 2007. Following the launch, the new logo and guidelines for its use were posted on the Committee's Web site at www.AbilityOne.gov.

Although the name has changed, the AbilityOne Program's mission remains the same, to provide employment opportunities for people who are blind or have severe disabilities in the manufacture and delivery of quality products and services to the federal government. As the largest source of employment of people who are blind or have severe disabilities in the United States, the AbilityOne Program taps into the abilities of over 40,000 individuals nationwide in coordination with over 600 nonprofit agencies.

The Javits-Wagner-O'Day Program name and JWOD acronym will continue to be used during the transition period. This will enable customers and supporters to recognize that the JWOD Program is now the AbilityOne Program.

The AbilityOne logo is available for use in accordance with the Committee's guidelines. For more information on the guidelines, go to www.AbilityOne.gov.

Center, Andrew Houghton, Committee Chairperson, launched the new AbilityOne brand during the NISH National Conference.

(Left to Right) Bob Chamberlin, NISH President, Ed Guthrie, NISH Board of Directors Chairman, Lee Wilson, Committee Executive Director, Jim Gibbons, NIB President, John Peoples, NIB Board of Directors Chairman.
PRIDE Industries at Travis Air Force Base, Calif., provides food services 24/7, 365 days a year, serving nearly 35,000 meals each month. For this AbilityOne Program contract, which employs 60 people with disabilities, PRIDE is responsible for preparing and serving food, bussing tables, providing cashier services and cleaning the entire facility from floor to ceiling.

This considerable food service operation is expertly managed by Lisa Short, who joined the PRIDE team as a shelf-stocker and quickly moved up through the ranks to lead shelf-stocker; less than six months later, she moved into a supervisory position. Three months later she was promoted to her current management position. Although she had no prior management experience, she quickly learned how to be an effective manager by learning from colleagues and by taking advantage of training opportunities.

Short’s leadership was instrumental in Travis AFB winning the U.S. Air Force’s John L. Hennessy Trophy in the Single Unit Base Category in 2006.

“Lisa is absolutely relentless in the performance of her duties,” said Ernie Phillips, district general manager, PRIDE Industries. “In many difficult situations, her will to succeed and determination have been the deciding factors in our success.”

Prior to joining the PRIDE team, Short’s employment history included just two brief stints, one in food services and the other in a nursing home. Short, who searched for work as a person with a disability, had been turned down for numerous other jobs. Previous positions included shelf-stocker at the Travis AFB commissary.

“If it wasn’t for PRIDE, I wouldn’t be where I am today,” Short said simply.

Short believes that her greatest professional accomplishments were learning how to manage effectively and becoming a trustworthy manager who employees feel comfortable turning to for support. Short often provides guidance to employees needing assistance in both their personal and professional lives.

“Lisa always remembers the place where she started from, which is why she’s such a unique and effective, well-liked manager,” Phillips said. “Lisa serves as an example for all those in the AbilityOne Program, proving that there are no limits and that hard work and determination make an incredible difference in the road to success.”

As a packer in the tape department at the Cincinnati Association for the Blind and Visually Impaired (CABVI), Dennis Runyan was awarded National Industries for the Blind (NIB) Peter J. Salmon Employee of the Year Award for 2007.

Dennis Runyan is unstoppable in his pursuit of defying misconceptions about the capabilities of people who are blind. Totally blind since birth, Dennis started out when the opportunity for a palletizer on the tape line became available — a position that has never been performed by someone blind at CABVI. A palletizer is a device used to stack and organize factory products onto a pallet. Dennis quickly stepped up to the challenge. A few weeks into the position, his skill and ability surprised his supervisor, who said, “This is one of those times when it feels great to be proven wrong. While I’m legally blind myself and consider myself open-minded to what people who are blind can accomplish, Dennis causes me to continue to challenge my own misconceptions.”

At 53, Dennis actively engages his community by sharing experiences as well as educating others about CABVI’s services. In addition to working fulltime at CABVI, Dennis also serves in the broadcasting industry where he provides voice-overs and announcements for a Christian AM radio station.

Two years ago, Dennis and his wife Monica purchased a home. He says, “Being able to purchase a home was a dream. Through hard work and the opportunities provided by CABVI, that dream has become a reality.”
The capabilities of tens of thousands of Americans who are blind or have other severe disabilities are demonstrated each and every day in federal civilian and military offices, hallways, warehouses, maintenance facilities, mailrooms, call centers, hospitals and dining facilities throughout the nation. The productivity and pride of workmanship of AbilityOne-associated employees are also evident in the myriad Skilcraft® brand office products, military unique apparel and other niche products manufactured by AbilityOne-associated nonprofit agencies. Federal employees rely on AbilityOne products to complete their daily tasks and advance their respective agencies’ mission.

The AbilityOne Program is a cost-effective federal initiative that helps Americans who are blind or severely disabled achieve greater independence while also allowing many program participants to reduce their reliance on government support as they join the ranks of taxpayers.

With regard to compensation, Department of Labor rules, including the Fair Labor Standards Act, and, when applicable, the Service Contract Act, determine how AbilityOne Program participants are paid. AbilityOne-associated nonprofit agencies pay equitable wages, provide fringe benefits, such as holiday, vacation and sick leave, and offer career advancement opportunities to their AbilityOne employees. These nonprofit organizations, in partnership with the Committee, support the AbilityOne Program mission of expanding employment opportunities for individuals who are blind or have other severe disabilities. In that effort, many organizations have incorporated the use of adaptive technologies and provide extensive job training and employee support to their associates.

The numbers of people who are blind or have other severe disabilities that were provided employment through the AbilityOne Program decreased 11.4% to a total of 42,208. This is the first time the number of people has decreased since 1987 and reflects the broader economy and the peaks and valleys associated with war-time procurement.
Products and Services Sales trends

AbilityOne Services and Products Sales in millions

Services have consistently continued an upward growth, which increases the number of labor hours for people who are blind or have other severe disabilities. Products peaked in 2005 and the decrease reflects the broader economy and the peaks and valleys associated with war-time procurement.

The increase of direct labor wages paid for FY07 increased by 2.27%. The increase was due to the increase in services. I worked, AbilityOne average wages of people who are blind or severely disabled increased thirty-three cents to $10.11.
# Sales data

<table>
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<tr>
<th>Agency</th>
<th>Sales (USD)</th>
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<td>EPA</td>
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<td>other category total</td>
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### Top government agency sales percentage

- **DLA**: 28%
- **Navy**: 17%
- **Army**: 15%
- **Air Force**: 14%
- **GSA-PBS**: 10%
- **GSA-FSS**: 10%
- **DeCA**: 6%
## Statistical summary by state

<table>
<thead>
<tr>
<th>State</th>
<th>Nonprofits</th>
<th>Hours</th>
<th>Workers</th>
<th>Wages</th>
<th>Sales</th>
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<td><strong>$414,613,669</strong></td>
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Participating nonprofit agencies

**ALABAMA**

**Anniston**
Calhoun/Cleburne Mental Health Board, Inc. (NISH)
The Opportunity Center Easter Seal Facility --The Ala ES Soc, Inc. (NISH)

**Birmingham**
Alabama Goodwill Industries, Inc. (NISH)
Easter Seals of the Birmingham Area (NISH)
United Cerebral Palsy of Greater Birmingham, Inc. (NISH)

**Huntsville**
Huntsville Rehabilitation Foundation (NISH)
The ARC of Madison County, Inc. (NISH)

**Loxley**
Assoc. for Retarded Citizens of Baldwin Co., Inc. (NISH)

**Mobile**
GWI Services, Inc. (NISH)

**Montgomery**
Goodwill Industries of Central Alabama, Inc. (NISH)

**Muscle Shoals**
Northwest Alabama Easter Seal Children’s Clinic-Rehab Center (NISH)

**Talladega**
Alabama Industries for the Blind (NIB)

**ALASKA**

**Anchorage**
Assets, Inc. (NISH)
MC Resource Management (NISH)
MQC Enterprises, Inc. (NISH)

**Fairbanks**
Fairbanks Resource Agency (NISH)

**Juneau**
REACH, Inc. (NISH)

**ARIZONA**

**Bisbee**
Cochise County Association for the Handicapped (NISH)

**Nogales**
Santa Cruz Training Programs, Inc. (NISH)

**Phoenix**
Arizona Industries for the Blind (NIB)
Goodwill Community Services, Inc (NISH)

**Tempe**
The Centers for Habilitation/TCH (NISH)

**Tucson**
Southern Arizona Association for the Visually Impaired (NIB)
Beacon Group SW, Inc. (NISH)
Catholic Community Services of Southern Arizona (NISH)
J.P. Industries, Inc. (NISH)

**Yuma**
Yuma WORC Center, Inc. (NISH)

**ARKANSAS**

**Fort Smith**
Abilities Unlimited of Ft. Smith, Inc. (NISH)

**Jacksonville**
Pathfinder, Inc. (NISH)

**Little Rock**
Arkansas Lighthouse for the Blind (NIB)

**Pine Bluff**
Jenkins Memorial Children’s Center and Jenkins Industries. Inc. (NISH)

**California**

**Bakersfield**
The Bakersfield Association for Retarded Citizens, Inc. (NISH)

**Culver City**
Exceptional Children’s Foundation (NISH)

**El Cajon**
Exceptional Children’s Foundation (NISH)

**El Centro**
ARC-Imperial Valley (NISH)
Imperial County Work Training Center, Inc. (NISH)

**Fontana**
The Fontana Rehabilitation Workshop (NISH)

**Fresno**
Arc Fresno, Inc. (NISH)

**Hanford**
Kings Rehabilitation Center, Inc. (NISH)

**Lancaster**
Desert Haven Enterprises, Inc. (NISH)

**Lompoc**
Life Options, Vocational and Resource Center (NISH)

**Los Angeles**
Asian Rehabilitation Services, Inc. (NISH)
Goodwill Industries of Southern California (NISH)

**Mountain View**
VTF Services (NISH)

**Napa**
Napa Valley PSI, Inc. (NISH)

**Okalond**
Calidad Industries, Inc. (NISH)

**Pasadena**
Foothill Workshop for the Handicapped, Inc. (NISH)

**Perris**
Valley Resource Center for the Retarded, Inc. (NISH)

**Richmond**
Pacific Coast Community Services (NISH)
Rubicon Programs, Inc. (NISH)

**Roseville**
PRIDE Industries (NISH)

**Sacramento**
Crossroads Diversified Services, Inc. (NISH)
Easter Seal Society of Superior California (NISH)

**San Diego**
Job Options, Inc. (NISH)
San Diego Outsource Systems, Inc. (NISH)

**San Francisco**
Lighthouse for the Blind and Visually Impaired (NIB)
The Janet Pomeroy Center (NISH)

**Santa Ana**
Landmark Services, Inc. (NISH)

**Santa Clara**
Project HIRED (NISH)

**Santa Maria**
VTC Enterprises (NISH)

**South El Monte**
Lincoln Training Center and Rehabilitation Workshop (NISH)

**Stockton**
Yolo Employment Services (NISH)

**COLORADO**

**Colorado Springs**
Aspen Diversified Industries, Inc. (NISH)
Goodwill Industrial Services Corporation (NISH)

**Denver**
Bayaud Industries, Inc. (NISH)
Platte River Industries, Inc. (NISH)

**Fort Collins**
Foothills Gateway, Inc. (NISH)

**Pueblo**
Pueblo Diversified Industries, Inc. (NISH)

**Westminster**
North Metro Community Services for Developmentally Disabled (NISH)

**CONNECTICUT**

**Enfield**
Allied Community Services, Inc. (NISH)

**New Britain**
CW Resources, Inc. (NISH)

**Norwich**
Easter Seals Connecticut, Inc. (NISH)

**Waterbury**
Easter Seals Rehabilitation Center of Greater Waterbury (NISH)

**Windsor**
Easter Seals Greater Hartford Rehabilitation Center, Inc. (NISH)
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<th>DELAWARE</th>
<th>Florida Division for the Visually Impaired (NIB)</th>
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<tr>
<td>Milford</td>
<td>Kent-Sussex Industries, Inc. (NISH)</td>
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<td>New Castle</td>
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<th>DISTRICT OF COLUMBIA</th>
<th>Maryland Division for the Visually Impaired (NIB)</th>
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<tr>
<td>Anchorage</td>
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<td>Daytona Beach</td>
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<td>Jacksonville</td>
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<tr>
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AbilityOne

County (NISH)
Greenwood
AbilityWorks, Inc. of Greenwood (NISH)

Gulfport
AbilityWorks, Inc. of Harrison County (NISH)
Mississippi Goodworks (NISH)

Jackson
AbilityWorks, Inc. of Jackson (NISH)
Mississippi Industries for the Blind (NIB)

Meridian
AbilityWorks, Inc. of Meridian (NISH)

Oxford
AbilityWorks, Inc. of Oxford (NISH)

Ridgeland
Goodwill Industries of Mississippi, Inc. (NISH)

Vicksburg
Warren County Association for Retarded Citizens, Inc. (NISH)

MINNESOTA

Duluth
Goodwill Industries Vocational Enterprises, Inc. (NISH)

Minneapolis
AccessAbility, Inc. (NISH)
Tasks Unlimited, Inc. (NISH)

Rochester
Ability Building Center, Inc. (NISH)

St. Paul
MDI Government Services, Inc. (NISH)

Thief River Falls
Occupational Development Center, Inc. (NISH)

MISSOURI

Cape Girardeau
Cape Girardeau Community Sheltered Workshop, Inc. (NISH)

Harrisonville
Casco Area Workshop, Inc. (NISH)

Independence
Independence and Blue Springs Industries, Inc. (NISH)

Kansas City
Alphapointe Association for the Blind (NIB)
The Helping Hand of Goodwill Industries Extended Employment Sheltered Workshop (NISH)

Marshfield
Web-Co Custom Industries, Inc. (NISH)

Monroe City
Learning Opportunities/Quality Works, Inc. (NISH)

Sedalia
Cooperative Workshops, Inc. (NISH)

Springfield
Springfield Workshop, Inc. (NISH)

St. Louis
The Lighthouse for the Blind, Inc. (NIB)
MGI Services Corporation (NISH)

MONTANA

Billings
Community Option Resource Enterprises, Inc. (NISH)

Butte
BSW, Inc. (NISH)

Helena
Helena Industries (NISH)

Missoula
Opportunity Resources, Inc. (NISH)

NEBRASKA

Grand Island
Goodwill Employment Services of Central Nebraska, Inc. (NISH)

Nebraska City
Region V Services (NISH)

Omaha
Goodwill Specialty Services, Inc. (NISH)

Outlook-Nebraska, Inc. (NISH)

NEVADA

Las Vegas
Great Plains Enterprises, Inc. (NISH)

Blind Center of Nevada (NIB)

Opportunity Village Association for Retarded Citizens (NISH)

Reno
High Sierra Industries, Inc. (NISH)
Washoe ARC (NISH)

NEW JERSEY

Cedar Knolls
Employment Horizons, Inc. (NISH)

Eatontown
The Center for Vocational Rehabilitation, Inc (NISH)

Edison
Edison Sheltered Workshop, Inc. (NISH)

Hackensack
North Jersey Friendship House, Inc. (NISH)
The Arc of Bergen and Passaic Counties, Inc. (NISH)

Mt. Holly
Occupational Training Center of Burlington County (NISH)
Orange
The First Occupational Center of New Jersey (NISH)

Rutennede
Bestwork Industries for the Blind, Inc. (NIB)

Somerset
New Jersey Association of the Deaf-Blind, Inc. (NIB)

NEW MEXICO

Albuquerque
Adelante Development Center, Inc. (NISH)

RCI, Inc. (NISH)

Artesia
Door of Opportunity (NISH)

Clovis
ENMRSH, Inc. (NISH)

Las Cruces
Tresco, Inc. (NISH)

Santa Fe
Presbyterian Medical Services (NISH)

NEW YORK

Albany
Northeastern Association of the Blind at Albany (NIB)

Amsterdam
Montgomery County Chapter, NYSARC (NISH)

Binghamton
ABLE INDUSTRIES, INC. (NISH)
Association for Vision Rehabilitation and Employment, Inc. (NISH)

Brooklyn
New York City Industries for the Blind (NIB)

Buffalo
Elizabeth Pierce Olmsted, M.D. Center for the Visually Impaired (NIB)
Phoenix Frontier, Inc. (NISH)

Canandaigua
Ontario Frontier, Inc. (NISH)

Canandaigua
Ontario Frontier, Inc. (NISH)

Canton
St. Lawrence County Chapter, NYSARC (NISH)

Corlant
J.M. Murray Center, Inc. (NISH)

Elma
Suburban Adult Services, Inc. (NISH)

Fairport
Continuing Developmental Services, Inc. (NISH)

Fulton
Oswego Industries, Inc. (NISH)

Herkimer
Herkimer County Chapter, NYSARC (NISH)

Jamestown
Chautauqua County Chapter, NYSARC (NISH)

Kingson
Gateway Community Industries, Inc. (NISH)

Malone
Citizen Advocates, Inc. (NISH)

Menands
The Workshop, Incorporated (NISH)

Middleton
New Dynamics Corporation (NISH)

Niagara Falls
Niagara County Chapter, NYSARC (NISH)

Oakdale
Skills Unlimited, Inc. (NISH)

Olean
Cattaraugus County Chapter, NYSARC (NISH)

Penn Yan
Yates County Chapter, NYSARC Inc. (NISH)

Plattsburgh
Clinton County Chapter, NYSARC--Champlain Valley Industries (NISH)

Rochester
Association for the Blind and Visually Impaired & Goodwill Industries of Greater Rochester (NIB)

Lifetime Assistance, Inc. (NISH)
Rochester Psychiatric Center (NISH)
Rochester Rehabilitation Center (NISH)

Schenectady
Schenectady County Chapter, NYSARC, Inc. (NISH)
Uncle Sam's House, Inc. (NISH)

Slingerlands
Albany County Chapter, NYSARC (NISH)

Syracuse
Aurora of Central New York (NIB)

Utica
Central Association for the Blind and Visually Impaired (NIB)
Bismarck  
Pride, Inc. (NISH)  
Devils Lake  
Lake Region Corporation (NISH)  
Fargo  
Vocational Training Center (NISH)  
Jamestown  
Alpha Opportunities, Inc. (NISH)  
Minot  
MVW Services, Inc. (NISH)  
Valley City  
Open Door Center (NISH)

\textbf{OHIO}  
Akron  
Community Support Services, Inc. (NISH)  
Weaver Industries, Inc. (NISH)  
Canton  
The Workshops, Inc. (NISH)  
Cincinnati  
Cincinnati Association for the Blind (NIB)  
Clovernook Center for the Blind and Visually Impaired (NIB)  
Greater Cincinnati Behavioral Health Services (NISH)  
Ohio Valley Goodwill Industries Rehabilitation Center, Inc. (NISH)  
Cleveland  
VGS, Inc. (NISH)  
Dayton  
Eastway Corporation (NISH)  
Goodwill Easter Seals of the Miami Valley (NISH)  
Delaware  
The Alpha Group of Delaware, Inc. (NISH)  
Elyria  
Murray Ridge Production Center, Inc. (NISH)  
Mansfield  
Richland County Board of Mental Retardation & Developmental Disabilities (NISH)  
Marion  
MARCA Industries, Incorporated (NISH)  
Newark  
Licking-Knox Goodwill Industries, Inc. (NISH)  
Springfield  
TAC Industries, Inc. (NISH)  
Stryker  
Quadco Rehabilitation Center–Northwest Products Division (NISH)  
Toledo  
ConracTech, Inc. (NISH)  
Xenia  

\textbf{OKLAHOMA}  
Anadarko  
APEX, Inc. (NISH)  
Lawton  
Goodwill Industries of Southwest Oklahoma (NISH)  
Midwest City  
Mid-Del Group Home, Inc. (NISH)  
Moore  
Work Activity Center, Inc. (NISH)  
Muskegee  
Golden Rule Industries of Muskegee, Inc. (NISH)  
Oklahoma City  
Dale Rogers Training Center, Inc. (NISH)  
Oklahoma League for the Blind (NIB)  
Woodward  
Oklahoma’s Action Rehabilitation Centers, Inc. (NISH)

\textbf{OREGON}  
Ashland  
Pathway Enterprises, Inc. (NISH)  
Hood River  
Hood River Sheltered Workshop, Inc. (NISH)  
Klamath Falls  
Klamath County Mental Health (NISH)  
Lebanon  
Willamette Valley Rehabilitation Center (NISH)  
Medford  
Living Opportunities, Inc. (NISH)  
Portland  
Blind Enterprises of Oregon (NIB)  
DePaul Industries (NISH)  
Portland Habilitation Center, Inc. (NISH)  
The Port City Development Center (NISH)  
Roseburg  
Sunrise Enterprises of Roseburg, Inc. (NISH)  
Salem  
Garten Services, Inc. (NISH)  
The Shangri-La Corporation (NISH)

\textbf{Pennsylvania}  
Athens  
Penn-York Opportunities, Inc. (NISH)  
Bethlehem  
Via of the Lehigh Valley, Inc. (NISH)  
Carlisle  
Cumberland-Perry Association for Retarded Citizens (NISH)  
Chester  
Center for the Blind and Visually Impaired (NIB)  
Clarks Summit  
Allied Health Care Services (NISH)  
Coatesville  
Chester County Branch, Inc., Pennsylvania Association for the Blind (NIB)  
Elwyn  
Elwyn, Inc. (NISH)  
Erie  
Dr. Gertrude A Barber Center, Inc. (NISH)  
Greensburg  
Westmoreland County Blind Association (NIB)  
Harrisburg  
Goodwill Services, Inc. (NISH)  
Houston  
Arc Human Services, Inc. (NISH)  
Johnstown  
Cambria County Association for the Blind and Handicapped (NISH)  
Goodwill Industries of the Conemaugh Valley, Inc. (NISH)  
Lancaster  
Susquehanna Association for the Blind and Visually Impaired (NIB)  
Lebanon  
Quality Employment Services and Training, Inc. (NISH)  
Lewistown  
Juniata Association for the Blind (NIB)  
New Castle  
Lark Enterprises, Inc. (NISH)  
Philadelphia  
Horizon House, Inc. (NISH)  
Pittsburgh  
ARC - Allegheny (NISH)  
Family Services of Western Pennsylvania (NISH)  
Goodwill Commercial Services, Inc. (NISH)  
Life’s Work of Western PA (NISH)  
The Easter Seal Society of Western Pennsylvania (NISH)  
Pittsburgh Vision Services (NIB)  
Pottsville  
Avenues, Inc. (NISH)  
Stroudsburg  
The Burnley Workshop of the Poconos, Inc. (NISH)  
White Haven  
White Haven Center (NISH)  
Wilkes-Barre  
United Rehabilitation Services, Inc. (NISH)

\textbf{NORTH CAROLINA}  
Andrews  
Industrial Opportunities, Inc. (NISH)  
Brevard  
Transylvania Vocational Services, Inc., (NISH)  
Charlotte  
Lions Services, Inc. (NIB)  
Durham  
Durham Exchange Club Industries, Inc. (NISH)  
LC Industries (NIB)  
Elizabeth City  
Skills, Incorporated (NISH)  
Fayetteville  
Employment Source, Inc. (NISH)  
Greensboro  
Industries of the Blind, Inc. (NIB)  
Greenville  
Eastern Carolina Vocational Center, Inc. (NISH)  
Hillsborough  
OE Enterprises, Inc. (NISH)  
Jacksonville  
Coastal Enterprises of Jacksonville, Inc. (NISH)  
Kinston  
Lions Industries for the Blind, Inc. (NIB)  
New Bern  
CETC, Inc. (NISH)  
Raleigh  
Raleigh Lions Clinic for the Blind, Inc. (NIB)  
Washington  
Beaufort County Developmental Center, Inc. (NISH)  
Winston-Salem  
Winston-Salem Industries for the Blind, Inc. (NIB)  

\textbf{NORTH DAKOTA}
Williamsport
Hope Enterprises, Inc. (NISH)

RHODE ISLAND
Cranston
CranstonArc (NISH)
Newport
James L. Maher Center (NISH)
North Providence
Greater Providence Chapter, Rhode Island Association for Retarded Citizens, Inc. (NISH)
Warwick
IN-SIGHT (NISH)

SOUTH CAROLINA
Aiken
The Tri-Development Center of Aiken County, Inc. (NISH)
Beaufort
Beaufort Vocational Rehabilitation Center (NISH)
Conway
Horry County Disabilities and Special Needs Board (NISH)
Easley
Pickens County Board of Disabilities and Special Needs (NISH)
Florence
Florence County Disabilities and Special Needs Board (NISH)
Greenville
Greenville County Disabilities and Special Needs Board (NISH)
Greenville
Goodwill Industries-Knoxville, Inc. (NISH)
Johnson City
Dawn of Hope Development Center, Inc. (NISH)
Knoxville
Knox County Association for Retarded Citizens (NISH)
Memphis
Memphis Goodwill Industries, Inc. (NISH)
Morristown
Lions Volunteer Blind Industries (NIB)
Nashville
Ed Lindsey Industries for the Blind (NIB)
Goodwill Government Services, Inc. (NISH)

TEXAS
Abilene
Abilene Goodwill Industries, Inc. (NISH)
Austin
Austin Task, Inc. (NISH)
Goodwill Industries of Central Texas (NISH)
Professional Contract Services, Inc. (NISH)
Relief Enterprise, Inc. (NISH)
St. Vincent DePaul Rehabilitation Services of Texas, Inc. (NISH)
The Travis Association for the Blind (NIB)

Beaumont
Goodwill Industries Industrial Contracts and Temporary Services, Inc. (NISH)
Statewide Consolidated Community Development Corp. (NISH)
Conroe
Tri-County Mental Health & Mental Retardation Services (NISH)
Corpus Christi
Goodwill Industries of South Texas, Inc. (NISH)
Nueces County Mental Health Mental Retardation Community Center (NISH)
The LC Foundation, Inc. (NISH)
Dallas
Dallas Lighthouse for the Blind (NIB)
El Paso
El Paso Lighthouse for the Blind (NIB)
Goodwill Industries of El Paso (NISH)
ReadyOne Industries, Inc. (NISH)
Fort Worth
Expanso, Inc. (NISH)
Goodwill Industries of Fort Worth, Inc. (NISH)
Tarrant County Association for the Blind (NIB)
Houston
CRI Federal Services (NISH)
Lighthouse for the Blind of Houston (NIB)
On Our Own Services, Inc. (NISH)
Southeast Vocational Alliance, Inc. (NISH)
The Arbor School (NISH)
Lufkin
Burke Center (NISH)
San Angelo
Concho Resource Center (NISH)
Mental Health-Mental Retardation Services for the Concho Valley (NISH)
West Texas Lighthouse for the Blind (NIB)
San Antonio
Goodwill Industries of San Antonio (NISH)
Mavagi Enterprises, Inc. (NISH)
San Antonio Lighthouse for the Blind (NIB)

South Texas Housing and Community Development Corp, Inc. (NISH)
Training, Rehabilitation, and Development Institute, Inc. (NISH)
World Technical Services, Inc. (NISH)
Tyler
Horizon Industries -East Texas Lighthouse for the Blind (NIB)
Wichita Falls
Beacon Lighthouse, Inc. (NIB)
North Texas State Hospital (NISH)
Work Services Corporation (NISH)

UTAH
Clearfield
Pioneer Adult Rehabilitation Center, Davis County School District (NISH)
Ogden
Enable Industries Incorporated (NISH)
Salt Lake City
Community Foundation for the Disabled, Inc. (NISH)
Utah Industries for the Blind (NIB)

VIRGINIA
Alexandria
ServiceSource, Inc. (NISH)
Arlington
Sheltered Occupational Center of Northern Virginia (NISH)
Atkins
Mt. Rogers Community Mental Health and Mental Retardation Services Board (NISH)
Bristol
Highlands Community Services Board (NISH)
Charlottesville
Virginia Industries for the Blind (NIB)
WorkSource Enterprises (NISH)
Chesapeake
Chesapeake Service Systems, Inc. (NISH)
Farmville
Southside Training Employment and Placement Services, Inc. (NISH)
Fredericksburg
Rappahannock Goodwill Industries, Inc. (NISH)
Staff Sgt. David Salazar purchase office supplies at the BSC in the Jefferson Plaza building from AbilityOne employee Harold Knox
Contact Information

Committee for Purchase From People Who Are Blind or Severely Disabled
1421 Jefferson Davis Highway
Jefferson Plaza 2, Suite 10800
Arlington, VA 22202-3259
Telephone: 703-603-7740
Fax: 703-603-0655
Email: info@abilityone.gov
Internet: AbilityOne.Gov

EXECUTIVE DIRECTOR
Patrick Rowe, Acting Executive Director
Barry Lineback, Strategic Planning Analyst
Angela Phifer, Executive Assistant

GENERAL COUNSEL
Dennis Lockard, General Counsel
Stephanie Hillmon, Asst Gen Counsel

PROGRAM OPERATIONS
Kimberly Zeich, Director
Edward Yang, Information Technology Lead

Communications Team
Robert Hartt, Team Leader
  Manager, Legislative Affairs/Program Outreach
LaWanda York, Public Affairs Specialist/Media
Stephanie Lesko, Public Affairs Specialist

Project Development Team
Emily Covey, Team Leader
  Business Management Specialist
Amy Jensen, Business Mgmt Specialist
Joan Smith, Business Mgmt Specialist
Eric Beale, Program Marketing Specialist

Pricing and Information Management Team
Patricia Briscoe, Team Leader
  Business Management Specialist
Michael Jurkowski, Business Mgmt Analyst
Janice Coleman, Technology Administrator
Janet Yandik, Information Mgmt Specialist
Dacia Rogers, Operations Analyst
Sandra Scafone, Administrative Assistant

PROGRAM ANALYSIS AND EVALUATION
Louis Bartalot, Director
Josephine Lucas-Neish, Asset Manager
Margaret Hansen, Compliance Specialist

RESOURCE MANAGEMENT
Connie Mehr, Director
Donald Stockton, Administrative Assistant

National Industries for the Blind
1310 Braddock Place
Alexandria, VA 22314-1691
Phone: 703-310-0500
Fax: 703-310-9809
Customer Service: 800-433-2304
Email: info@nib.org
Internet: NIB.org

NISH National Office
8401 Old Courthouse Road
Vienna, Virginia 22182
Phone: 571-226-4660
Fax: 703-849-8916
info@nish.org

NISH East Regional Office
8401 Old Courthouse Road
Suite 200
Vienna, Virginia 22182
Phone: 571-226-4600
Fax: 703-849-8741
Service Support Team: eservices@nish.org

Binghamton Office
425 Robinson Street,
Keeler Building, Room 246
Binghamton, NY 13901
Phone: 607-722-3938
Fax: 607-722-1543
Toll Free: 888-800-9912

Richmond Office
10106 Krause Rd, Suite 100
Chesterfield, Virginia 23832
Phone: 804-717-8237
Toll Free 866-400-8237
Fax: 804-717-9438

Service Support Team: sservices@nish.org

NISH South Region Office
8401 Old Courthouse Road
Suite 200
Kennesaw, GA 30144
Phone: 770-424-9093
Fax: 770-426-7666
Service Support Team: sservices@nish.org

NISH North Central Region Office
1400 East Touhy Avenue,
Suite 300
Des Plaines, IL 60018
Phone: 847-789-8400
Fax: 847-789-3240
Service Support Team: ncservices@nish.org

NISH Pacific West Region Office
2633 Camino Ramon, Suite 150
San Ramon, CA 94583
Phone: 925-543-5100
Service Support Team: WestServices@nish.org

“We are poor indeed if this nation cannot afford to lift from every recess of American life the dread fear of the unemployed that they are not needed in the world.”

Franklin D. Roosevelt