



# Committee for Purchase From People Who Are Blind or Severely Disabled

*an independent federal agency*

*Annual Report for FY 2007*



# Honoring our heritage



Sen. Robert Wagner (NY)  
1877-1963  
U.S. Senate Historical Office

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.



Representative Caroline  
Love Goodwin O'Day (NY)  
1875-1943  
Library of Congress

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.



Senator Jacob Javits (NY)  
1904-1986  
U.S. Senate Historical Office

## 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.

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# Chairperson's Message

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

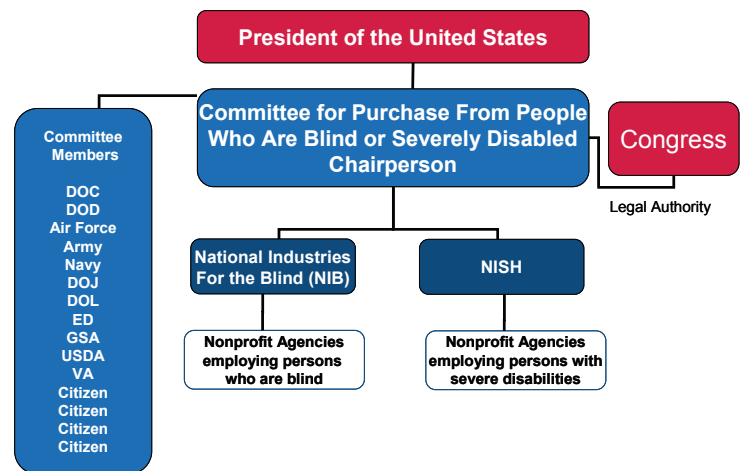
# About the Committee

The 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

## Organization Chart



- 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.

# Committee Members



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



**James H. Omgig  
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



**Andrew Houghton, Committee Chairperson, administers the Oath of Office to new Committee members. (Left to right) Patrick R. Leahy, representing Department of Commerce, Paul M. Laird, representing Department of Justice, Kathleen A. James, representing the Air Force, and Rear Admiral Alan S. Thompson, representing the Navy.**

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

Compliance and Review ensures that associated nonprofit agencies comply with the JWOD Act, and that they are maintaining their qualifications to participate in the AbilityOne Program.

Staff members are involved in all aspects of the program's outreach including its relationships with advocacy groups, other government agencies engaged in related work, stakeholders and the various congressional offices involved in oversight for the AbilityOne Program. The Communications Team ensures these entities are fully informed and educated about the program, explores ways to collaborate and cooperate with them, and keeps all apprised of the program's successes and challenges for the future.

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, thanks Leon Wilson for his dedication to the Committee as the Executive Director.*

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



# 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

# **Central nonprofit agencies**

## ***National Industries for the Blind (NIB) and NISH***

**T**he 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.



**Cindy Maltby supports the AbilityOne Program with the highest dedication to providing jobs for people who are blind or have other severe disabilities**

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.

# 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.



**Andrew Houghton, Committee Chairperson, presents outstanding awards to (top) Tina Edens, Little Rock, Ark. (bottom) Lt. Col. Roger Westmeyer, Offutt Air Force Base, Neb.**

# Qualifying as a nonprofit agency

**T**he 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.

# 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.”*



**Andrew Houghton, Chairperson, presents a Committee coin to AbilityOne employees at the Marine Corps Recruit Depot, San Diego, Calif.**

## 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.”*



**An AbilityOne employee with Blind Industries and Services of Maryland cuts Army Combat Uniform material.**

## Legislative update

**J**avits-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.



*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*

- 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.



## Environmentally conscious

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 27<sup>th</sup> 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.

# 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



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.

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](http://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.

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**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](http://www.AbilityOne.gov).**

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## Success stories

### Lisa Short (NISH) & Dennis Runyan (NIB)

**P**RIDE 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."

*Article By Jennifer Kuper, Workplace contributing feature writer*

**A**s 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."



Dennis Runyan was awarded NIB's employee of the year for 2007.



Lisa Short is shown here with PRIDE food services crew members at Travis AFB, from left to right, bottom row: Kim Vannesse, Lisa Short and Brian Ruth. Top row, from left to right: James Prabucki and Ken Farr.

# Employment update

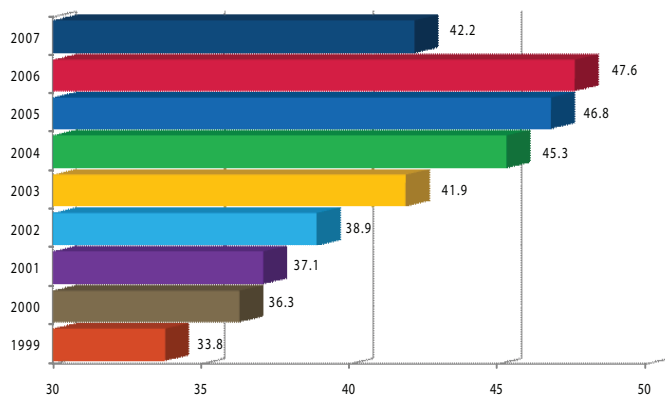
The capabilities of tens of thousands of Americans who are blind or have other severe disabilities are demonstrated each and every day in federal civilian and military offices, hallways, warehouses, maintenance facilities, mailrooms, call centers, hospitals and dining facilities throughout the nation. 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.

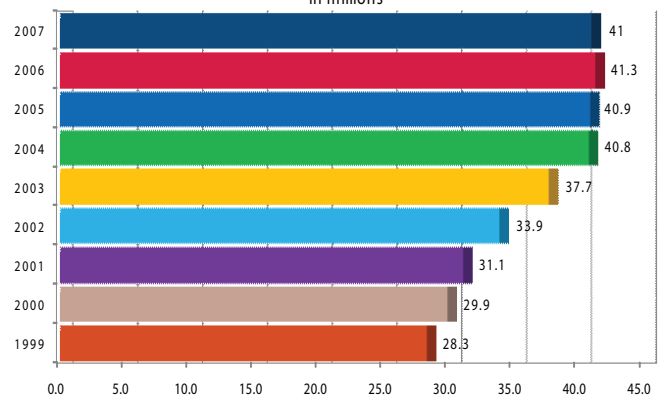
With regard to compensation, Department of Labor rules, including the Fair Labor Standards Act, and, when applicable, the Service Contract Act, determine how AbilityOne Program participants are paid. AbilityOne-associated nonprofit agencies pay equitable wages, provide fringe benefits, such as holiday, 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.

AbilityOne Employees  
in thousands



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

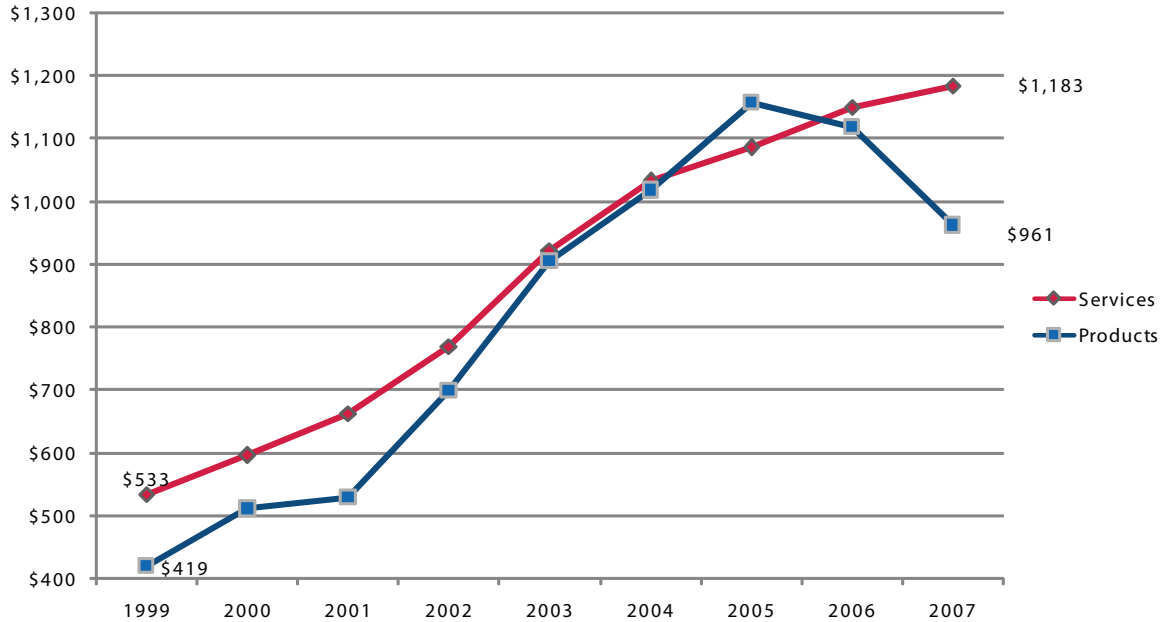
AbilityOne Direct Labor Hours  
in millions



The direct labor hours of people who are blind or have other severe disabilities decreased 0.54% to a total of 41,026,456 hours, or 20,513 work years.

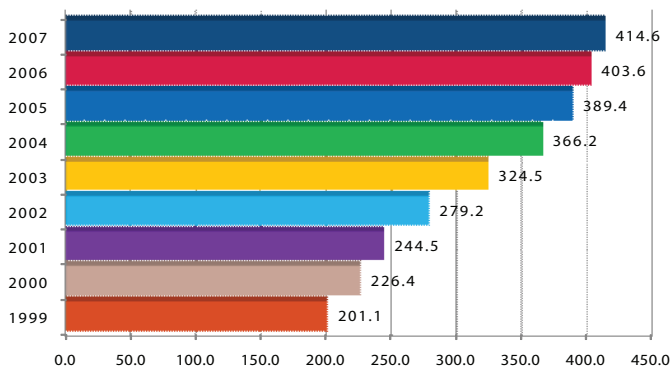
# Products and Services Sales trends

AbilityOne Services and Products Sales in millions



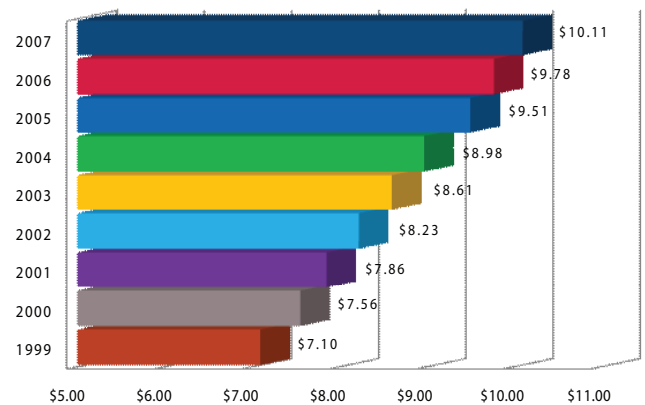
Services have consistently continued an upward growth, which increases the number of labor hours for people who are blind or have other severe disabilities. Products peaked in 2005 and the decrease reflects the broader economy and the peaks and valleys associated with war-time procurement.

AbilityOne Direct Labor Wages in millions



The increase of direct labor wages paid for FY07 increased by 2.27%. The increase was due to the increase in services.

AbilityOne Direct Hourly Wages

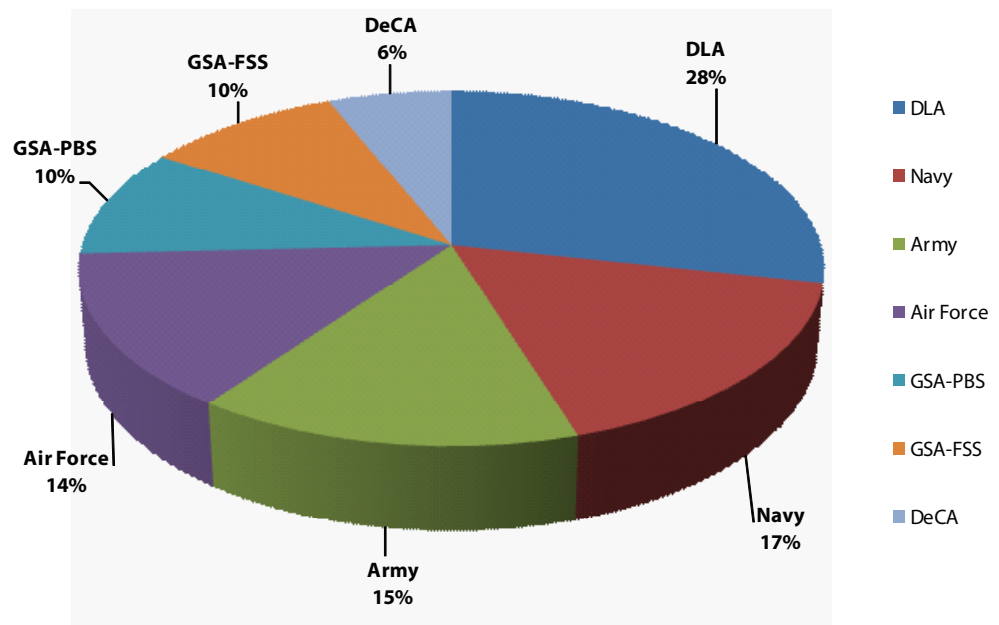


worked, AbilityOne average wages of people who are blind or severely disabled increased thirty-three cents to \$10.11.

# Sales data

DLA	\$478,065,439.73
Navy	\$282,352,295.61
Army	\$248,615,767.94
Air Force	\$240,632,471.94
GSA-PBS	\$165,919,089.38
GSA-FSS	\$148,392,276.02
DeCA	\$102,711,093.84
Distribution Channels	\$ 91,192,000.00
Agriculture	\$ 21,866,684.68
Veterans Affairs	\$ 77,412,505.39
Treasury	\$ 45,883,718.66
Postal Service	\$ 16,077,376.01
Military Resale	\$ 17,812,129.00
Social Security	\$ 19,885,583.87
DoD other than DLA	\$ 13,932,248.49
Justice	\$ 19,961,454.63
Homeland Security	\$ 32,200,963.68
HHS	\$ 14,490,188.08
Interior	\$ 10,582,782.00
Commerce	\$ 4,919,631.71
Transportation	\$ 6,710,259.14
NASA	\$ 8,232,791.07
EPA	\$ 7,806,085.81
other category total	\$ 68,007,174.98

## Top government agency sales percentage



# Statistical summary by state

State	Nonprofits	Hours	Workers	Wages	Sales
Alaska	5	188,262	200	\$2,538,805	\$9,645,741
Alabama	12	986,442	717	\$8,435,040	\$31,267,111
Arkansas	5	311,107	237	\$2,671,852	\$12,283,628
Arizona	10	560,039	621	\$5,557,966	\$22,299,268
California	44	3,160,216	3,077	\$35,437,264	\$150,633,551
Colorado	7	526,823	548	\$5,886,869	\$17,527,929
Connecticut	5	221,053	717	\$2,013,143	\$9,924,449
District of Columbia	5	409,513	322	\$4,813,187	\$16,244,400
Delaware	3	31,524	36	\$419,520	\$2,268,701
Florida	17	2,416,110	2,295	\$22,021,891	\$80,782,417
Georgia	17	1,039,906	1,013	\$9,662,236	\$41,917,063
Guam	1	101,517	122	\$780,639	\$2,659,562
Hawaii	6	221,834	284	\$2,253,147	\$8,863,994
Iowa	4	74,933	163	\$668,102	\$1,410,629
Idaho	7	648,644	839	\$7,273,511	\$22,923,392
Illinois	26	796,818	943	\$7,839,914	\$31,403,010
Indiana	13	511,880	552	\$3,251,988	\$35,140,976
Kansas	6	316,514	231	\$2,470,413	\$51,993,169
Kentucky	6	724,272	650	\$5,750,143	\$66,996,145
Louisiana	12	455,024	491	\$4,223,457	\$40,666,200
Massachusetts	13	442,772	734	\$4,896,342	\$17,011,761
Maryland	16	3,257,024	2,704	\$35,273,589	\$129,773,415
Maine	4	305,560	227	\$2,963,287	\$29,183,420
Michigan	20	1,433,655	1,637	\$15,351,796	\$67,916,235
Minnesota	6	319,603	519	\$2,854,145	\$13,262,770
Missouri	11	422,001	587	\$4,248,620	\$29,091,554
Mississippi	11	305,225	340	\$3,023,746	\$16,971,196
Montana	4	88,571	211	\$390,921	\$1,599,807
North Carolina	16	2,378,250	2,266	\$18,913,121	\$166,927,016
North Dakota	6	184,369	214	\$1,483,752	\$4,912,222
Nebraska	4	164,159	239	\$1,334,418	\$17,286,194
New Jersey	9	427,979	430	\$4,457,454	\$18,857,807
New Mexico	7	308,287	266	\$3,180,905	\$12,362,442
Nevada	5	249,026	180	\$2,714,459	\$9,543,724
New York	45	1,810,333	2,067	\$23,292,422	\$130,291,754
Ohio	20	757,303	991	\$7,804,508	\$48,098,787
Oklahoma	8	350,693	437	\$3,161,462	\$17,135,836
Oregon	12	288,835	246	\$3,954,008	\$11,182,228
Pennsylvania	33	784,013	1,322	\$7,119,861	\$68,490,975
Rhode Island	4	165,977	187	\$1,657,030	\$4,362,587
South Carolina	18	529,399	1,307	\$4,801,799	\$12,912,270
South Dakota	5	221,903	197	\$1,920,716	\$6,873,177
Tennessee	9	298,729	387	\$2,477,577	\$32,182,490
Texas	40	4,901,451	4,148	\$46,715,997	\$282,097,122
Utah	4	300,668	208	\$3,501,234	\$9,176,508
Virginia	23	2,893,630	2,423	\$29,471,967	\$115,133,798
Washington	21	1,260,046	1,183	\$17,068,024	\$61,535,706
Wisconsin	15	2,078,139	2,175	\$22,651,280	\$141,964,508
West Virginia	12	356,597	282	\$3,508,543	\$9,373,845
Wyoming	3	39,825	36	\$451,599	\$1,296,873
<b>Grand Totals</b>	<b>615</b>	<b>41,026,456</b>	<b>42,208</b>	<b>\$414,613,669</b>	<b>\$2,143,659,363</b>

# 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)

Bost, 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)

**Okaland**

Calidad Industries, Inc. (NISH)

**Pasadena**

Foothill Workshop for the Handicapped, Inc. (NISH)

**Perris**

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

**Pomona**

Braswell Rehabilitation Institute for Development of Growth and Educational Services, Inc. (NISH)

**Red Bluff**

Tehama County Opportunity Center, Inc. (NISH)

**Redding**

Shasta County Opportunity Center (NISH)

**Richmond**

Pacific Coast Community Services (NISH)

Rubicon Programs, Inc. (NISH)

**Ridgecrest**

Desert Area Resources and Training (NISH)

**Rohnert Park**

North Bay Rehabilitation Services, Inc. (NISH)

**Roseville**

PRIDE Industries (NISH)

**Sacramento**

Crossroads Diversified Services, Inc. (NISH)

Easter Seal Society of Superior California (NISH)

**Sacramento**

Crossroads Building Services, Inc. (NISH)

Easter Seal Society of Superior California (NISH)

**San Diego**

Job Options, Inc. (NISH)

San Diego Outsourcing Systems, Inc. (NISH)

The ARC of San Diego (NISH)

**San Francisco**

Lighthouse for the Blind and Visually Impaired (NIB)

The Janet Pomeroy Center (NISH)

Toolworks, Inc. (NISH)

**San Jose**

Hope Services (NISH)

Social Vocational Services, Inc. (NISH)

**San Leandro**

The Independent Way (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**

Valley Service Connection, Inc. (NISH)

**Vallejo**

Solano Diversified Services (NISH)

**Ventura**

The ARC of Ventura County, Inc. (NISH)

**Woodland**

Yolo Employment Services (NISH)

**San Francisco**

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 Seal Rehabilitation Center of Greater Waterbury (NISH)

**Windsor**

Easter Seals Greater Hartford Rehabilitation Center, Inc. (NISH)



## DELAWARE

### Milford

Kent-Sussex Industries, Inc. (NISH)

### New Castle

Delaware Division for the Visually Impaired (NIB)

### Wilmington

Opportunity Center, Incorp. (NISH)

## DISTRICT OF COLUMBIA

Anchor Mental Health Association Services Workshop (NISH)

Columbia Lighthouse for the Blind (NIB)

Davis Memorial Goodwill Industries (NISH)

Lt. Joseph P. Kennedy Institute (NISH)

The ARC of the District of Columbia, Inc. (NISH)

## FLORIDA

### Clearwater

Abilities, Inc. of Florida (NISH)

### Daytona Beach

ACT CORP. (NISH)

### Gainesville

Association for Retarded Citizens Alachua County, Inc. (NISH)

### Green Cove Spring

Challenge Enterprises of North Florida, Inc. (NISH)

### Jacksonville

GINFL Services, Inc. (NISH)

### Lake City

CARC-Advocates for Citizens with Disabilities, Inc. (NISH)

### Miami

Easter Seals South Florida, Inc. (NISH)

Goodwill Industries of South Florida, Inc. (NISH)

### Orlando

Goodwill Industries of Central Florida (NISH)

### Pensacola

Lakeview Center, Inc. (NISH)

### Rockledge

Brevard Achievement Center, Inc. (NISH)

Bridges BTC, Inc. (NISH)

### St. Petersburg

JobWorks, Inc. (NISH)

### Tampa

MacDonald Training Center, Inc. (NISH)

Tampa Lighthouse for the Blind (NIB)

### Verdo Beach

Abilities Resource Center of Indian River County, Inc. (NISH)

### West Palm beach

Gulfstream Goodwill Industries, Inc. (NISH)

## GEORGIA

### Americus

Middle Flint Behavioral HealthCare-Sumter County MR Center (NISH)

### Atlanta

Bobby Dodd Institute, Inc. (NISH)

Goodwill Industries of North Georgia, Inc. (NISH)

### Augusta

Easter Seals East Georgia, Inc. (NISH)

### Bainbridge

Georgia Industries for the Blind (NIB)

### Columbus

Power Works Industries, Inc. (NISH)

### Dublin

Middle Georgia Diversified Industries, Inc. (NISH)

### Jonesboro

WORKTEC (NISH)

### LaGrange

New Ventures Enterprises, Inc. (NISH)

### Macon

Good Vocations, Inc. (NISH)

### Marietta

Nobis Enterprises, Inc. (NISH)

### Savannah

Goodwill Industries of the Coastal Empire, Inc. (NISH)

### Smyrna

Blind and Low Vision Services of North Georgia (NIB)

### Thomasville

Thomas-Grady Mental Retardation Service Center (NISH)

### Warner Robins

Epilepsy Association of Georgia (NISH)

Houston County Association for Exceptional Citizens, Inc. (NISH)

NAMI-Central Georgia, Inc. (NISH)

## GUAM

### Santa Rita

Able Industries of the Pacific (NISH)

## HAWAII

### Hilo

The ARC of Hilo (NISH)

## HONOLULU

Goodwill Contract Services Hawaii, Inc. (NISH)

Lanakila Rehabilitation Center for the Blind (NIB)

Network Enterprises, Inc. (NISH)

### Wahiawa

Opportunities for the Retarded, Inc. (NISH)

### Wailuku

Ka Lima O Maui (NISH)

## IDAHO

### Blackfoot

Dawn Enterprises, Inc. (NISH)

### Boise

Trace, Inc. (NISH)

### Caldwell

Western Idaho Training Company, Inc. (NISH)

### Coeur d'Alene

TESH, Inc. (NISH)

### Idaho Falls

Development Workshop, Inc. (NISH)

### Pocatello

New Day Products, Inc. (NISH)

### Sandpoint

Panhandle Special Needs, Inc. (NISH)

## ILLINOIS

### Alton

Challenge Unlimited, Inc. (NISH)

### Arlington Heights

Clearbrook Center, Inc. (NISH)

### Belleville

St. Clair Associated Vocational Enterprises, Inc. (NISH)

### Bloomington

Occupational Development Center, Inc. (NISH)

### Carthage

Hancock County Mental Health Center, Inc. (NISH)

### Chicago

Ada S. McKinley Community Services, Inc. (NISH)

Chicago Association for Retarded Citizens (NISH)

Community Counseling Centers of Chicago (NISH)

Jewish Vocational Service and Employment Center (NISH)

Lester and Rosalie Anixter Center (NISH)

Thresholds Rehabilitation, Inc. (NISH)

The Chicago Lighthouse for People Who Are Blind or Visually Impaired (NIB)

### Danville

WorkSource Enterprises, NFP (NISH)

### Highland Park

Opportunity, Inc. (NISH)

### Lanark

Rolling Hills Progress Center, Inc. (NISH)

### Mt. Vernon

Jefferson County Comprehensive Services, Inc. (NISH)

### Murphysboro

Specialized Training for Adult Rehabilitation (NISH)

### Paris

Human Resources Center of Edgar and Clark Counties (NISH)

### Peoria

Community Workshop and Training Center, Inc. (NISH)

### Quincy

Transitions of Western Illinois, Inc. (NISH)

### Rock Island

Association for Retarded Citizens of Rock Island County (NISH)

Innovative Partnerships, N.F.P. (NISH)

### Rockford

Omni Business Services, Inc. (NISH)

### Skokie

The Douglas Center (NISH)

### Springfield

United Cerebral Palsy of the Land of Lincoln (NISH)

### West Frankfort

Franklin-Williamson Human Services, Inc. (NISH)

## INDIANA

### Bloomington

Stone Belt ARC, Inc. (NISH)

### Fort Wayne

The Arc of Northeast Indiana, Inc. (NISH)

### Gary

Tradewinds Rehabilitation Center (NISH)

### Indianapolis

Bosma Industries for the Blind, Inc. (NIB)

Crossroads Rehabilitation Center, Inc. (NISH)

GW Commercial Services, Inc. (NISH)

### Lafayette

Wabash Center, Inc. (NISH)

## Linton

Four Rivers Resource Services, Inc. (NISH)

## New Albany

Rauch Rehabilitation and Developmental Services, Inc. (NISH)

## Paoli

Orange County Rehabilitative and Dev Svcs Inc. (NISH)

## Rockville

Child-Adult Resource Services, Inc. (NISH)

## Shelbyville

Shares, Incorporated (NISH)

## Vincennes

Knox County Association for Retarded Citizens, Inc. (NISH)

## IOWA

### Des Moines

Goodwill Solutions, Inc. (NISH)

### Iowa City

Goodwill Industries of Southeast Iowa (NISH)

### Rock Valley

Hope Haven, Inc. (NISH)

### Shenandoah

Nishna Productions, Inc. (NISH)

## KANSAS

### Lawrence

Cottonwood, Inc. (NISH)

### McPherson

MCDS Federal Contracting, Inc. (NISH)

### Topeka

Topeka Association for Retarded Citizens, Inc. (NISH)

### Wichita

Business Technology Career Opportunities, BTCO.. (NISH)

Center Industries Corporation (NISH)

Envision, Inc. (NISH)

## KENTUCKY

### Corbin

Southeastern Kentucky Rehabilitation Industries, Inc. (NISH)

### Danville

Pioneer Vocational/Industrial Services, Inc.(NISH)

### Hopkinsville

Pennyroyal Regional Mental Health-Mental Retardation Board, Inc. (NISH)

### Louisville

C.G.M. Services, Inc. (NISH)

Goodwill Industries of Kentucky, Inc. (NISH)

### Owensboro

Opportunity Center Workshop, Inc. (NISH)

## LOUISIANA

### Baton Rouge

Louisiana Industries for the Disabled, Inc. (NISH)

### Berwick

Bayou Industrial Maintenance Services, Inc. (NISH)

### Jena

LaSalle Association for the Developmentally Delayed, Inc. (NISH)

### Lake Charles

Calcasieu Association for Retarded Citizens (NISH)

### Leesville

Vernon Sheltered Workshop, Inc. (NISH)

### Many

Association of Retarded Citizens of Sabine, Inc. (NISH)

### Metairie

Goodworks, Inc. (NISH)

### New Orleans

The Lighthouse for the Blind New Orleans (NIB)

### Shreveport

Goodwill Industries of North Louisiana, Inc. (NISH)

Louisiana Association for the Blind (NIB)

The Arc of Caddo-Bossier (NISH)

### Slidell

St. Tammany Association for Retarded Citizens, Inc. (NISH)

## Maine

### Auburn

Pathways, Inc. (NISH)

### Augusta

Motivational Services, Inc. (NISH)

### Belfast

Group Home Foundation, Inc. (NISH)

### Portland

Northern New England Employment Services (NISH)

## Massachusetts

### Boston

Community Workshops, Inc. (NISH)

Morgan Memorial Goodwill Industries (NISH)

National Telecommuting Institute, Inc. (NISH)

### Braintree

Employ & Ability, Inc. (NISH)

## Chicopee

Sunshine Village, Inc. (NISH)

## Concord

Minute Man Arc for Human Services, Inc. (NISH)

## Hyannis

capeAbilities (NISH)

## Malden

Ferguson Industries for the Blind (NIB)

## Marshfield

Road to Responsibility, Inc. (NISH)

## North Quincy

Work, Incorporated (NISH)

## Pittsfield

Berkshire County Association for Retarded Citizens, Inc. (NISH)

## Springfield

Goodwill Industries of the Springfield/Hartford Area (NISH)

## Worcester

Seven Hills Occupational & Rehabilitation Services, Inc. (NISH)

## MARYLAND

### Aberdeen

ARC of Northern Chesapeake Region (NISH)

### Baltimore

Alliance, Inc. (NISH)

Blind Industries and Services of Maryland (NIB)

Goodwill Industries of the Chesapeake, Inc. (NISH)

Sinai Hospital of Baltimore-- Vocational Services Program (NISH)

The Arc of Baltimore, Inc (NISH)

The Chimes, Inc. (NISH)

### Columbia

Humanim, Inc. (NISH)

### Easton

Chesapeake Bay Industries, Inc. (NISH)

### Frederick

Jeanne Bussard Center (NISH)

### Hagerstown

Hagerstown Goodwill Industries, Inc. (NISH)

### Hollywood

The Center for Life Enrichment (NISH)

### Rockville

The Arc of Montgomery County, Inc. (NISH)

### Silver Spring

CHI Centers, Inc. (NISH)

Service Disabled Veterans Business Association (NISH)

### Upper Marlboro

Melwood Horticultural Training Center (NISH)

## MICHIGAN

### Alpena

Northeastern Michigan Rehabilitation and Opportunity Center (NISH)

### Ann Arbor

Washtenaw County Community Support and Treatment Services (NISH)

### Auburn Hills

New Horizons Rehabilitation Services, Inc. (NISH)

### Battle Creek

Calhoun County Community Mental Health Services (NISH)

Navigations, Incorporated (NISH)

### Brighton

Work Skills Corporation (NISH)

### Grand Rapids

Hope Network Services Corporation (NISH)

### Holland

Kandu Industries, Inc. (NISH)

### Kalamazoo

MidWest Enterprises for the Blind, Inc. (NIB)

MRC Industries, Incorporated (NISH)

### Kingsford

Trico Opportunities, Inc. (NISH)

### Lansing

Peckham Vocational Industries, Inc. (NISH)

### Muskegon

Goodwill Industries of West Michigan, Inc. (NISH)

### Port Huron

The Arc of St. Clair County (NISH)

### Saginaw

SVRC Industries, Inc. (NISH)

### Sault Ste. Marie

Northern Transitions, Inc. (NISH)

### Southfield

Jewish Vocational Service and Community Workshop (NISH)

### Traverse City

G.W.Services of Northern Michigan, Inc. (NISH)

Grand Traverse Industries, Inc. (NISH)

### Vassar

Tuscola County Community Mental Health Services (NISH)

## MISSISSIPPI

### Aberdeen

AbilityWorks, Inc. of Monroe Co. (NISH)

### Greenville

AbilityWorks, Inc. of Washington



# AbilityOne

Human Technologies Corporation (NISH)

The Arc, Oneida-Lewis Chapter-NYSARC, Inc. (NISH)

## Walton

Delaware County Chapter, NYSARC (NISH)

## Waterloo

NYSARC, Inc., Seneca-Cayuga Counties Chapter (NISH)

## Watertown

Jefferson County Chapter, NYSARC (NISH)

## Watkins Glen

Schuyler County Chapter, NYSARC, Inc. (NISH)

## 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)

## NORTH DAKOTA

### 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)

## 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

ContractTech, Inc. (NISH)

### Xenia

Greene, Inc. (NISH)

## Youngstown

Youngstown Area Goodwill Industries (NISH)

## 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)

### Muskogee

Golden Rule Industries of Muskogee, Inc. (NISH)

### Oklahoma City

Dale Rogers Training Center, Inc. (NISH)

Oklahoma League for the Blind (NIB)

### Woodward

Oklahoma's Action Rehabilitation Centers, Inc. (NISH)

## 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)

## 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'sWork 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)

## 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 Rehabilitation Center (NISH)

### North Charleston

Charleston Vocational Rehabilitation Center (NISH)

Goodwill Industries of Lower South Carolina, Inc. (NISH)

### Orangeburg

Orangeburg County Disabilities and Special Needs Board (NISH)

### Rock Hill

York County Mental Retardation and Developmental Disabilities Board (NISH)

### Seneca

Oconee-Pickens Work Training Center (NISH)

### Spartanburg

The Charles Lea Center for Rehabilitation & Special Education Inc. (NISH)

### Summerville

Dorchester County Board of Disabilities and Special Needs (NISH)

### Sumter

Sumter County Disabilities and Special Needs Board, Inc. (NISH)

The Genesis Center (NISH)

### Walterboro

Walterboro Vocational

Rehabilitation Center (NISH)

## West Columbia

Lexington Vocational Rehabilitation Center (NISH)

## SOUTH DAKOTA

### Aberdeen

Adjustment Training Center, Inc. (NISH)

### Ellsworth AFB

BH Services, Inc. (NISH)

### Huron

Huron Area Center for Independence (NISH)

### Pierre

OAHE, Inc. (NISH)

### Sioux Falls

South Dakota Achieve (NISH)

## TENNESSEE

### Clarksville

Progressive Directions, Inc. (NISH)

### Cookeville

Advocacy and Resources Corporation (NISH)

### Johnson City

Dawn of Hope Development Center, Inc. (NISH)

### Knoxville

Goodwill Industries-Knoxville, Inc. (NISH)

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)

South Texas Lighthouse for the Blind (NIB)

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

Expanco, 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)

## Hampton

The ARC of the Virginia Peninsula, Inc. (NISH)

## Leesburg

Every Citizen Has Opportunities, Inc. (NISH)

## Lynchburg

Lynchburg Sheltered Industries, Inc. (NISH)

## Manassas

Didlake, Inc. (NISH)

## Norfolk

Louise W. Eggleston Center, Inc. (NISH)

## Petersburg

Association for Retarded Citizens, Petersburg Area, Inc. (NISH)

## Portsmouth

Portco, Inc. (NISH)

## Richmond

Goodwill Services, Inc. (NISH)

Richmond Area Association for Retarded Citizens (NISH)

## Roanoke

Goodwill Industries of the Valleys, Inc. (NISH)

## Springfield

Mt. Vernon-Lee Enterprises, Inc. (NISH)

## Virginia Beach

Community Alternatives, Incorporated (NISH)

Sara's Mentoring Center, Inc. (NISH)

## Winchester

NW Works, Inc. (NISH)

## WASHINGTON

### Bellingham

Cascade Christian Services (NISH)

Lake Whatcom Residential and Treatment Center (NISH)

### Bremerton

Holly Ridge Center (NISH)

Peninsula Services (NISH)

Skookum Educational Programs (NISH)

### Clarkston

Asotin County Community Services (ACCS) (NISH)

### Ellensburg

Elmview (NISH)

### Issaquah

AtWork! (NISH)

### Kennewick

Columbia Industries (NISH)

### Oak Harbor

New Leaf, Inc. (NISH)

### Olympia

Morningside (NISH)

## Seattle

Northwest Center for the Retarded (NISH)

Provail (NISH)

Seattle Lighthouse, The Lighthouse for the Blind, Inc. (NIB)

## Spokane

Career Connections (NISH)

Good Works, Inc. (NISH)

Skills'kin (NISH)

## Sumner

VADIS (NISH)

## Tacoma

Goodwill Contracting Services (NISH)

## Walla Walla

Lillie Rice Center, Inc. (NISH)

## Yakima

Yakima Specialties, Inc. (NISH)

## WEST VIRGINIA

### Bridgeport

Job Squad, Inc. (NISH)

### Buckhannon

Buckhannon-Upshur Work Adjustment Center, Inc. (NISH)

### Charleston

Goodwill Industries of Kanawha Valley, Inc. (NISH)

### Craigsville

The Sheltered Workshop of Nicholas County, Inc. (NISH)

### Huntington

Goodwill Industries of KYOWVA Area, Inc. (NISH)

Pretera Center for Mental Health Services, Inc. (NISH)

### Maben

Integrated Resources, Inc. (NISH)

### Parkersburg

SW Resources, Inc. (NISH)

### Ronceverte

Gateway Industries, Inc. (NISH)

### Star City

PACE Training and Evaluation Center, Inc. (NISH)

### Weirton

Hancock County Sheltered Workshop, Inc. (NISH)

### Wheeling

Russell Nesbitt Services, Inc. (NISH)

## WISCONSIN

### Eau Claire

L. E. Phillips Career Development Center, Inc. (NISH)

### Elkhorn

VIP Services, Inc. (NISH)

### Fond du Lac

Brooke Industries, Inc. (NISH)

### Green Bay

ASPIRO, Inc. (NISH)

### LaCrosse

ORC Industries, Inc. (NISH)

Riverfront Activity Center, Inc. (NISH)

### Madison

Madison Area Rehabilitation Centers, Inc. (NISH)

### Milwaukee

Associated Industries for the Blind (NIB)

Goodwill Industries of Southeastern Wisconsin, Inc. (NISH)

Milwaukee Center for Independence, Inc. (NISH)

Wiscraft, Inc. - Wisconsin Enterprises for the Blind (NIB)

### Racine

Lakeside Curative Services, Inc. (NISH)

### Waukesha

Waukesha Training Center, Inc. (NISH)

### West Allis

Industries for the Blind, Inc. (NIB)

### Wisconsin Rapids

ODC Government Services, Inc. (NISH)

## WYOMING

### Cheyenne

Goodwill Industries of Wyoming, Inc. (NISH)

Magic City Enterprises, Inc. (NISH)

### Worland

Northwest Community Action Programs of Wyoming, 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: 703-310-0498  
Customer Service: 800-433-2304  
Email: info@nib.org  
Internet: NIB.org

## **NISH National Office**

8401 Old Courthouse Road  
Vienna, Virginia 22182  
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

## **NISH South Region Office**

112 Town Park Drive, 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 South Central Region Office**

2401 E. Randol Mill Rd  
Suite 200  
Arlington, TX 76011  
phone: 817-622-7000  
fax: 817-652-1032  
Service Support Team:  
scservices@nish.org

## **NISH Northwest Regional Office**

200 West Mercer  
Suite E-301  
Seattle, WA 98119  
Phone: 206-272-3500  
Fax: 206-285-8558  
Service Support Team:  
nwservices@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*



*Committee For Purcahse From People  
Who Are Blind or Severely Disabled*

*1421 Jefferson Davis Highway  
JP2, Suite 10800  
Arlington, VA 22202-3259*

*Telephone: 703-603-7740  
Fax: 703-603-0655  
info@abilityone.gov  
www.AbilityOne.gov*