

COMMITTEE FOR PURCHASE FROM PEOPLE WHO ARE BLIND OR SEVERELY DISABLED

FISCAL YEAR 2018 BUDGET JUSTIFICATION



An independent agency responsible for administering the Javits-Wagner-O'Day Act (41 U.S.C. §§8501-8506) and the AbilityOne Program

Operating as the U.S. AbilityOne Commission



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Introduction

More than 46,000 Americans who are blind or have significant disabilities rely on the AbilityOne Program to provide job opportunities. The amount requested in the U.S. AbilityOne Commission's¹ (Commission) Fiscal Year (FY) 2018 budget justification represents the minimum level of staffing and resources necessary to continue serving the critical vocational needs of the disability community.

People who are blind or have significant disabilities have the highest level of unemployment and lowest level of labor force participation compared with any other segment of American society, across all age groups and at all levels of educational attainment². The Commission's mission is to create and maintain employment for this underutilized population. Through the AbilityOne Program, these individuals participate in the U.S. labor force, earn income and contribute to our nation's tax base.

The Commission must have adequate resources to advance its efforts to meet recently enacted oversight requirements. As mandated by the Consolidated Appropriations Act, 2016, the Commission is committed to strong oversight of the AbilityOne Program through effective administration of Cooperative Agreements with both of its designated Central Nonprofit Agencies (CNAs). Consistent with that Act's establishment of an Office of Inspector General (OIG), part of the Commission's budget is carved out for the OIG. The remainder of this budget request supports job growth through employment opportunities for people who are blind or have significant disabilities. In addition to this mission-critical focus, the Commission responsibilities include compliance monitoring, policy development and communications.

The Commission is comprised of 15 Presidential Appointees, and charged with implementing the Javits-Wagner-O'Day Act (41 U.S.C. §§ 8501-8506) (JWOD). A full-time staff of 25 (Agency) supports the Commission by handling day-to-day operations of the AbilityOne Program, which now exceeds \$3 billion in annual sales to the Government. Independent from the Agency staff, four full-time equivalents (FTEs) work in the OIG and are focused on establishing the infrastructure to make that office fully functional.

The Commission's FY 2018 budget justification represents a snapshot in time, as the planning and development took place prior to the enactment of permanent funding for FY 2017. The FY 2018 budget takes into account the baseline established during the 2017 Continuing Resolution Authority. Both the Commission's implementation of enhanced AbilityOne Program oversight activities and the OIG's stand-up are maintained at status quo levels.

¹ The statutory name of the Agency is the Committee for Purchase From People Who Are Blind or Severely Disabled.

² Persons with a Disability: Labor Force Characteristics Summary, Bureau of Labor Statistics Economic News Release, June 2016 [www.bls.gov].

During FY 2017, the Commission focused on its proposed plan to reorganize in order to improve efficiency, effectiveness and accountability, as required by Executive Order 13781. In FY 2018, the Commission will seek opportunities to reprogram existing resources in a manner that focuses on the Commission's top priorities – job growth, strong oversight, analysis, and policy guidance. The Commission will recalibrate and identify necessary investments both for the FY 2019 budget request and the out-years. These important steps will help to transform and modernize the AbilityOne Program.

As you review the Commission's FY 2018 Budget, we ask you to consider the following points:

- Growing jobs for people with disabilities, particularly for veterans, is both an Administration and a nonpartisan priority. The AbilityOne Program has the experience and capacity to effectively address this priority.
- An important benefit of AbilityOne is the numerous wounded warrior transition programs, training and employment of veterans provided by AbilityOne authorized providers.
- In 2013³, the Government Accountability Office (GAO) recommended stronger AbilityOne Program oversight by the Commission.
- For FY 2016⁴, Congress mandated stronger AbilityOne Program oversight by the Commission through written CNA agreements and a new OIG.
- The AbilityOne Program returns dollars to the U.S. Treasury through the AbilityOne contract close-out initiative (more than \$1 billion identified for de-obligation since 2010) and through increased tax revenues from AbilityOne employees who are blind or have significant disabilities.

FY 2018 is a transitional period for the Commission to assess and enhance the efficiency and effectiveness of the AbilityOne Program's mission-critical processes to prepare and position the AbilityOne Program for the future.

Appendix III contains Central Nonprofit Agency documents provided in response to reporting requirements in House Report 114-699 to accompany H.R. 5926, specified under the heading "Division H, Departments of Labor, Health, and Human Services, and Education, and Related Agencies Appropriations Act, 2017, Title IV – Related Agencies." Specifically, these documents are National Industries for the Blind and SourceAmerica maps and lists of the location of all Central Nonprofit Agencies (and all Nonprofit Agencies as well), and charts showing the total fees charged by each Central Nonprofit Agency by state. Other information provided in response to these reporting requirements includes (1) an organizational chart for the Virginia office of the Commission staff on page 11 (and an OIG organizational chart on page 25); and (2) information on pages 16-17 about the establishment of a field office serving the western areas of the United States.

³ GAO Report 13-457, May 30, 2013.

⁴ Consolidated Appropriations Act, 2016, enacted December 18, 2015.

1.0 Program and Budget Justification Summary

The Commission plays an important role in America's commitment to the employment needs of people who are blind or significantly disabled, including wounded warriors and other veterans with significant disabilities. The AbilityOne Program is the only Federal employment program that creates and sustains job opportunities for people whose visual impairment or significant disabilities have precluded them from engaging in sustained competitive employment. The Program creates employment through Federal agency purchases of products and services on the AbilityOne Procurement List. More than 46,000 people who are blind or significantly disabled were employed within the AbilityOne Program last year.

Under the AbilityOne Program, people who are blind or significantly disabled are employed in the manufacture and delivery of products and services to the Government. They produce a wide range of supplies, from office products to military clothing and equipment. AbilityOne employees also perform a wide range of services from administrative support and data entry to contact centers, recycling, warehousing and distribution. In FY 2016, AbilityOne employees earned more than \$615 million in wages while also gaining experience and greater independence.

The Commission is actively transforming the AbilityOne Program's policies, procedures and business practices to protect and preserve these much-needed employment opportunities by strengthening performance, evaluation and oversight. This transformation incorporates GAO's recommendations from 2013 and the mandates of the Consolidated Appropriations Act, 2016.

In this budget justification, the Commission addresses several necessary building blocks for program accountability, and emphasizes three major operational priorities: implementing its Cooperative Agreements, supporting the 2017 National Defense Authorization Act Section 898 Panel (see page 22), and increasing outreach to veterans with significant disabilities.

As a small Federal entity, the Commission administers one statute and implements only one program – the AbilityOne Program. There are no other programs or funding streams to reduce or reprioritize to offset the cost of fulfilling new requirements. Numerous cost-avoidance and efficiency measures have taken, and continue to be leveraged.

The Commission requests **\$6.117 million** to accomplish its responsibilities and priorities, including the continued establishment and staffing of the OIG. This request is within one percent of the FY 2016 enacted funding level for the Commission and OIG combined, and is consistent with the Administration's direction to keep overall Federal spending flat and ensuring adequate funding levels for military readiness, training and equipment.

The FY 2018 budget request represents a decrease compared to FY 2017, and therefore has implications for the Commission's ability to implement program actions outlined in the FY 2017 budget justification.

In the Evidence and Evaluation section of this request, the Commission will demonstrate that the AbilityOne Program successfully creates and sustains employment for our target population of

people who are blind or have significant disabilities. These individuals earn income, receive promotions and may transition into competitive integrated employment.

The Commission’s request for funding in FY 2018 supports our country’s vision for growth and opportunity for a subset of the U.S. population that encounters the most barriers to full employment. In implementing its mission, the Commission continues to pursue four fundamental strategic goals – effective stewardship, job growth, employee and customer satisfaction, and operational excellence. The Commission has considered the policies, strategies, and resources necessary to administer the AbilityOne Program in accordance with Administration and Congressional priorities, our mission and core goals.

Table 1: U.S. AbilityOne Commission Budget Summary (\$ Millions)					
Category:	FY 2014 Enacted	FY 2015 Enacted	FY 2016 Enacted	FY 2017 Enacted	FY 2018 Request
Personnel	3.162	3.255	3.405	4.088	3.342
Benefits	0.816	0.826	0.858	1.099	0.855
All Other	1.279	1.281	1.178	1.813	1.170
OIG	N/A	N/A	0.750	1.000	0.750
Total	5.257	5.362	6.191	8.000	6.117

The FY 2018 proposed budget of \$6.117 million reflects the minimum resources necessary for the Commission to perform its most mission-essential duties. The Commission is committed to revisit and realign its resources in accordance with the most pressing priorities facing the AbilityOne Program. In late FY 2017 and in FY 2018, the Commission will assess its needs in terms of organizational capacity, information technology, and the infrastructure to support mission-critical requirements. These assessments will inform and shape the Commission’s budget justification for FY 2019 and the out-years.

The Commission’s purpose and statutory duties requiring these resources can be summarized as:

- Increasing employment opportunities for people who are blind or have other significant disabilities. (Job Creation)
- Establishing rules, regulations, policies and procedures to assure effective implementation of the Javits-Wagner-O’Day Act and AbilityOne Program. (Job Creation and Program Integrity)
- Monitoring compliance of Central Nonprofit Agencies and participating nonprofit agencies with the JWOD Act, Commission regulations and procedures. (Program Integrity)

- Determining which products and services procured by the Federal Government are suitable to be furnished by persons who are blind or have other significant disabilities, and who are employed at qualified nonprofit agencies. (Job Creation)
- Determining and revising fair market prices for items procured by the Federal Government. (Job Creation)
- Informing Federal agencies about employment of people who are blind or significantly disabled and the statutory mandate that items on the Procurement List be purchased from qualified nonprofit agencies employing this population. (Job Creation and Oversight)
- Encouraging and assisting entities of the Federal Government to identify additional products and services that can be provided by people who are blind or have other significant disabilities. (Job Creation)

The Commission has no legislative proposals pending.

2.0 Legal Authority, Mission, Vision and Program Structure

The Javits-Wagner-O’Day Act of 1971, codified at 41 U.S.C. §§8501-8506 and implemented through 41 CFR Chapter 51, establishes the legal authority for the Committee for Purchase From People Who Are Blind or Severely Disabled, which operates as the U.S. AbilityOne Commission. The Commission is an independent Executive Branch agency, with exclusive responsibility for administering this statute and the AbilityOne Program, which is responsible for employing more than 46,000 Americans who are blind or who have other severe disabilities.

The mission of the U.S. AbilityOne Commission and the AbilityOne Program is:

To 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.

The vision of the AbilityOne Program is:

The AbilityOne Program enables all people who are blind or have significant disabilities to achieve their maximum employment potential.

This vision will be realized when:

- Every person who is blind or significantly 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 or local 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 to 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.

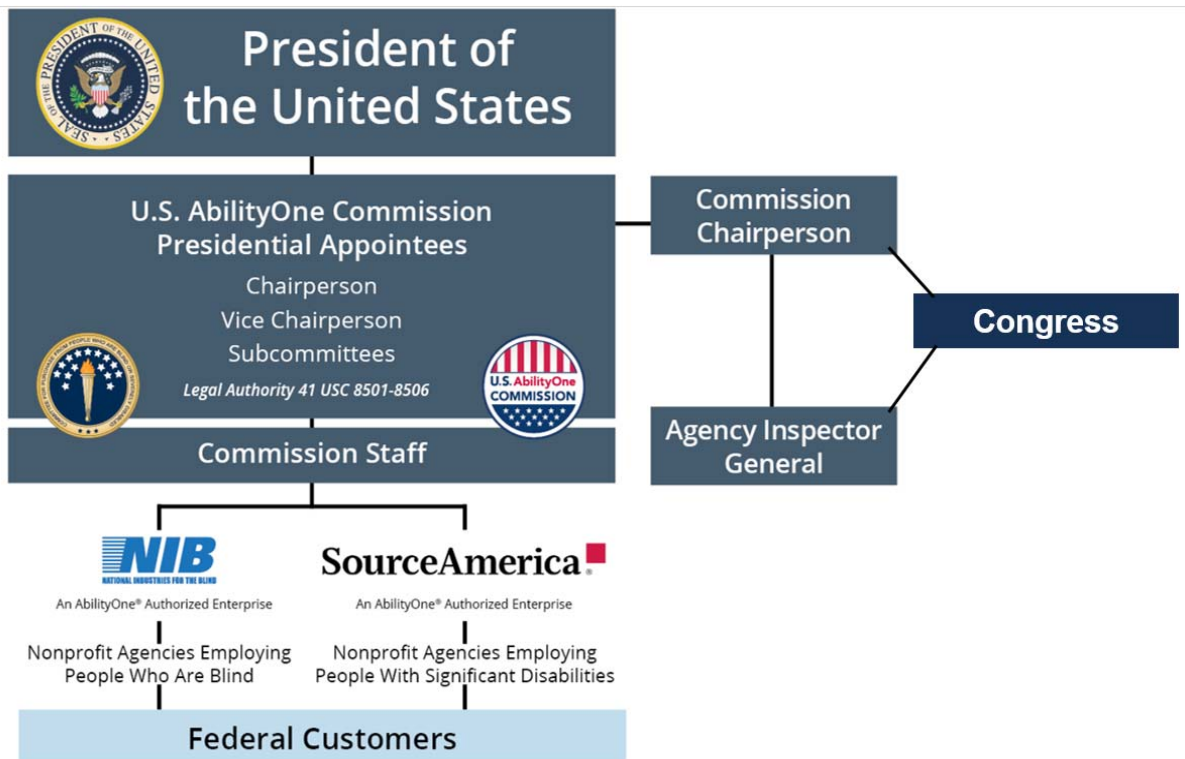
- All AbilityOne products and services provide best value to Federal customers, thus earning their continued support and loyalty.

The Agency is directed by 15 Commission members appointed by the President. Eleven of these appointees work for and represent other Federal agencies. Four appointees are private citizens representing the employment concerns of people who are blind or have significant disabilities. The Commission elects a Chairperson and Vice Chairperson from among its members, and the Chairperson is the Agency Head.

A career member of the Senior Executive Service is the Agency's Executive Director and chief executive officer. The Executive Director leads a full-time civil service staff in performing the day-to-day activities necessary to administer the statute and the AbilityOne Program.

The Presidential appointees, supported by the Commission staff, formulate policy and make decisions regarding legal and administrative matters for the AbilityOne Program. By statute, the Commission members are responsible for additions to and deletions from the Procurement List of products and services delivered by authorized nonprofit agencies employing people who are blind or significantly disabled. After opportunities for public comment, and due deliberation, the Commission determines which items are suitable for the Procurement List and requires Federal agencies with such requirements to procure them from the nonprofit agency(ies) designated by the Commission.

Figure 1. AbilityOne Program Organization



2.1 Comparisons Between the Commission and Central Nonprofit Agencies

The Javits-Wagner-O’Day Act authorizes the Commission to designate one or more Central Nonprofit Agencies (CNAs) to assist the Commission in administering the statute and AbilityOne Program. National Industries for the Blind (NIB) and SourceAmerica (formerly known as NISH) have been designated by the Commission to perform these duties. NIB and SourceAmerica are not government entities; they are private, not-for-profit organizations that allocate orders and provide other technical and financial assistance to more than 560 State and local nonprofit agencies that participate in the AbilityOne Program.

In FY 2016, the CNAs’ combined revenues and staff were each approximately 20 times larger than the Commission staff appropriation and FTEs, respectively. Commission resources come solely from appropriation, while the CNAs’ AbilityOne Program-related revenue comes from a fee based on Program sales. For FY 2017, we project that the CNAs revenues will remain at or very near this level. Charts below illustrate these differences.

Given the continuing growth in AbilityOne Program sales, the adequacy of Commission resources to perform inherently governmental duties in the years ahead will be addressed in the FY 2019 budget request. Critical functions such as Program and CNA oversight and compliance, as well as Program-related decision-making for pricing and the Procurement List, are inherently governmental and must be performed by the Commission.

Figure 2. Comparison of Commission Appropriation to CNAs’ Revenue

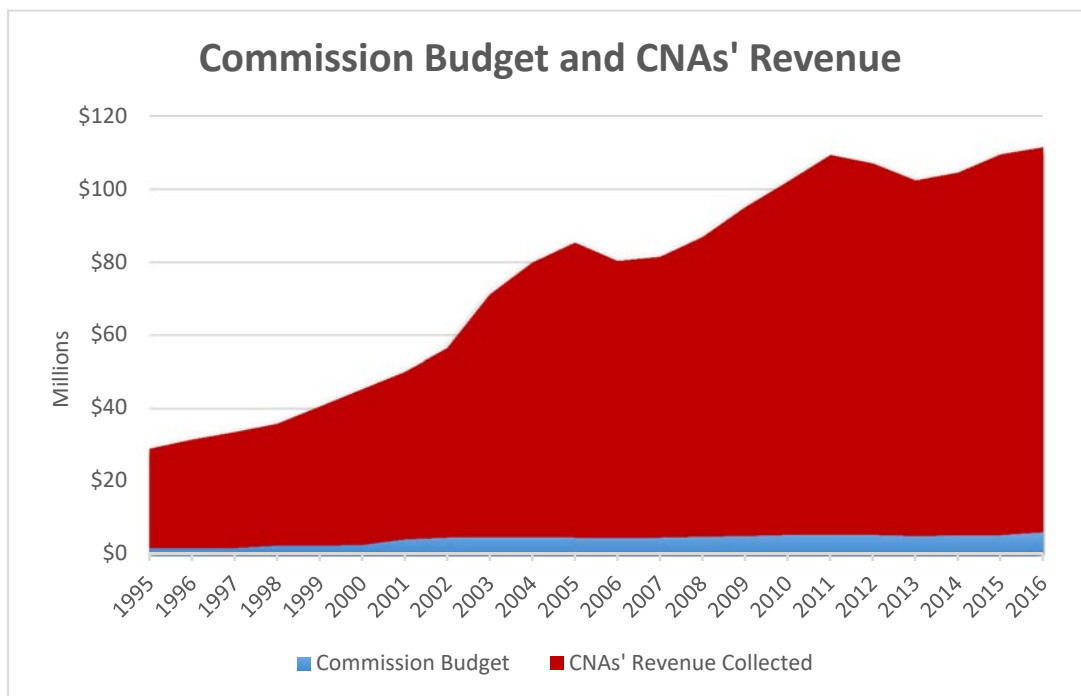
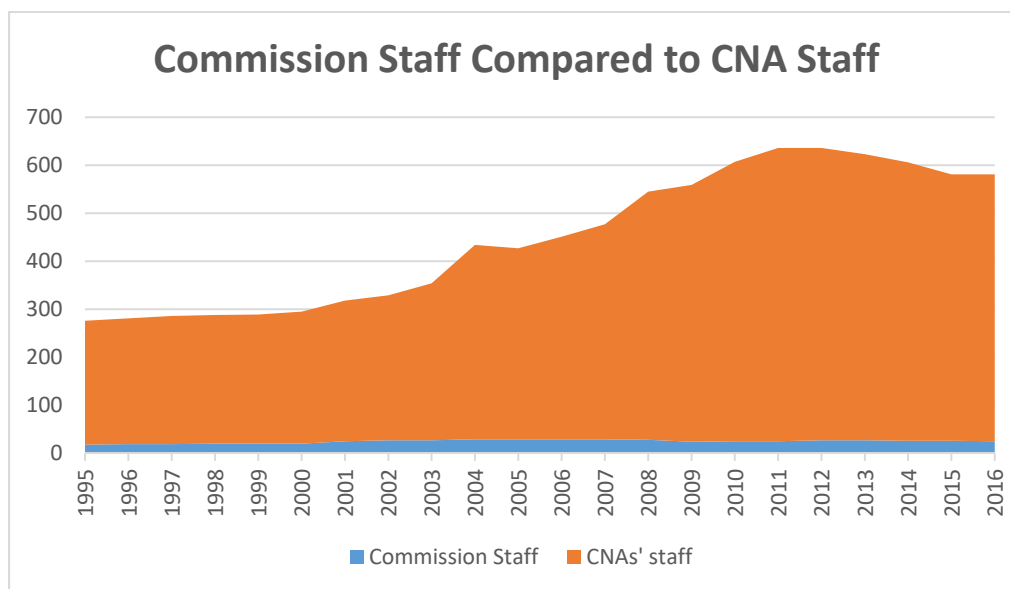


Figure 3. Comparison of Commission Staff FTEs to CNAs' Staff FTEs



Regarding resources required to fully implement and manage the Cooperative Agreements with the CNAs, the Commission is assessing the level of resources and may request additional resources for its Cooperative Agreement Program Management Office in FY 2019. Establishing Cooperative Agreements with the CNAs in 2016 was an important step taken by the Commission to strengthen oversight and evaluate performance. The Commission will use some of the increase in FY 2017 to assist its Cooperative Agreement Program Manager with tracking of reports and deliverables.

3.0 Analysis of Resources Requested

3.1 Recommendations for Efficiency, Effectiveness and Mission-Related Investments

As the Commission administers one law -- the Javits-Wagner-O'Day Act -- and one program authorized by that statute, there is no programmatic overlap or duplication within the Commission. The Commission has one administrative office that manages resources and leverages shared services providers to achieve efficiencies. The Commission's finance and human resources requirements are processed by the U.S. Department of Agriculture (USDA) and the General Services Administration (GSA) respectively, on a reimbursable basis. The Commission uses Federal Strategic Sourcing Initiative (FSSI) contract vehicles and other strategic sourcing approaches to obtain the products and services it needs at discount pricing.

From an external perspective, the Commission maintains awareness of other Federal agencies' programs to assist people who are blind or people with significant disabilities in their

employment needs. Consistent with the Government Accountability Office's (GAO) findings in GAO Report GAO-12-342SP, "Opportunities to Reduce Duplication, Overlap and Fragmentation, Achieve Savings, and Enhance Revenue," the Commission finds that the AbilityOne Program is unique in creating and providing jobs for its target population through nonprofit agencies and the Federal procurement system. Other Federal programs provide policy, training, grants, placement services and/or other supports, but not direct employment, to people who are blind or have other significant disabilities.

Since 2010, the Commission has identified and leveraged efficiencies and cost-avoidance measures. Consistent with the guidance in OMB Memorandum M-17-08, and its predecessor M-12-12, the Commission has achieved reductions in travel costs, particularly by using teleconferencing to minimize meeting-related travel. As recognized by M-17-08, there is still a need for mission-related travel to perform reviews or inspections as part of the Agency's oversight responsibilities. Conducting on-site compliance inspections remains necessary, to thoroughly review and ensure the integrity of AbilityOne participating nonprofit agencies. The Commission's business practices, such as pre-inspection desktop reviews, optimize travel dollars for the inspection process. The Commission also considers risk factors and the period of time since its last review when determining its priorities for on-site compliance inspections.

Nearly all Commission employees participate in the Agency's telework program, which has reduced the Agency's costs for office space, supplies and public transportation subsidies. The Commission reduced its office footprint in FY 2015, and reprogrammed the savings. The Commission will invest resources provided in its FY 2017 appropriation to conduct an assessment of its information technology infrastructure and identify necessary updates or business process improvements to increase overall operating efficiency. The results of this assessment will be evaluated in FY 2018 to inform proposed investments in the FY 2019 budget justification.

The other investment planned by the Commission, with research beginning in FY 2017 and development extending into FY 2018, is a business case for a budget-neutral funding model, such as a working capital fund that would reduce the appropriated funds needed to effectively administer the AbilityOne Program. The Commission will begin to discuss the results of its research and business case analysis in its FY 2019 budget justification.

3.2 Personnel Requirements

To effectively execute its responsibilities and sustain the AbilityOne mission, the Commission must have adequate personnel. In FY 2016, and so far in FY 2017, the Agency's staffing level has been approximately 25 full-time equivalents (FTEs). Some growth was realized in the establishment of the Office of Inspector General (OIG) and hiring of key senior staff to build that organization from the ground up. At the end of FY 2016, the OIG had three (3) FTEs, with one (1) additional FTE added in FY 2017.

The complexity of the AbilityOne Program's business environment and public scrutiny warrants a high level of expertise in positions across the Agency. The Commission staff must implement regulatory, policy and business process changes as a result of the Consolidated Appropriations

Act of 2016. The Commission is also in the process of transforming existing policies and procedures to ensure consistent program administration. As discussed below, the Commission's employees support the following core business areas: compliance, operations, program management and policy, as well as cross-cutting functions such as legal, communications and government affairs, information technology (IT) and resource management.

Compliance: With hundreds of nonprofit agencies performing thousands of Federal contracts across the AbilityOne enterprise, the Commission has identified compliance monitoring and inspecting as a top priority. Sales of products and services under the auspices of the AbilityOne Program exceeded \$3 billion in FY 2016. The Commission-designated nonprofit agency contractors must not only ensure AbilityOne-related compliance, they must also comply with numerous Federal laws and regulations, and fully meet the Government's quality and performance standards. The Commission's compliance team (four FTEs) issues policy guidance, conducts inspections, reviews annual certifications and conducts training for nonprofit agencies participating in the AbilityOne Program.

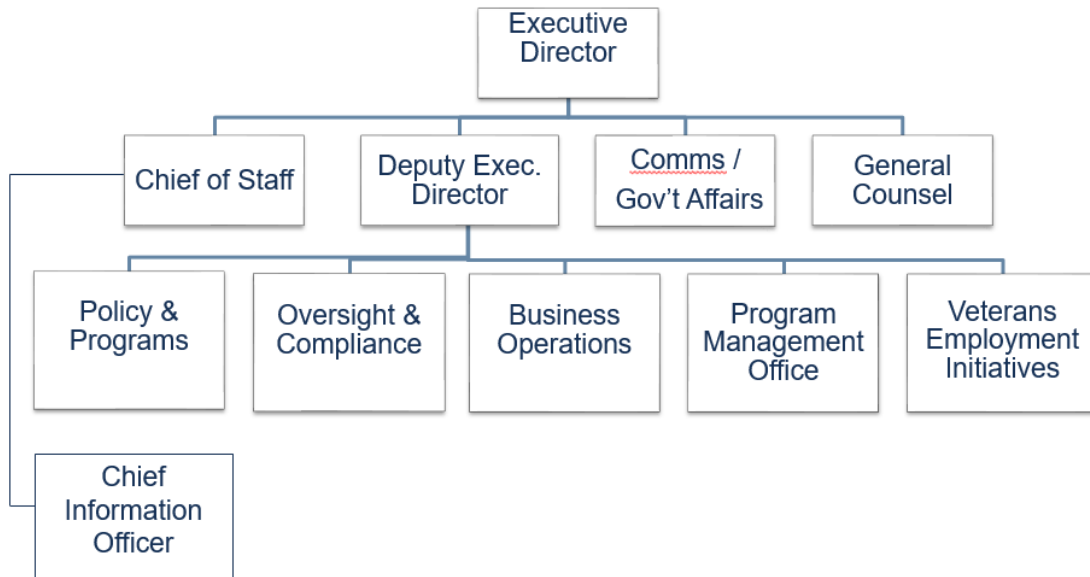
Operations: The Commission's operations team executes hundreds of transactions each year to maintain the Procurement List. This process is the lifeblood of the AbilityOne Program, as products and services on the Procurement List create employment for the AbilityOne workforce. Updating products, service locations, prices and other elements of Procurement List requirements is critical. The operations team is comprised of nine FTEs, each of whom is essentially "one deep" in terms of expertise and responsibilities. The team handles new and existing products, new and existing services, pricing, information and records management, the Federal Register notice-and-comment process for Commission actions, and the authorization of commercial distributors.

Program Management Office: In FY 2016, after the Commission established the first-ever Cooperative Agreements with its designated CNAs, the Commission established a Program Management Office (PMO) to administer and implement the Cooperative Agreements. The Commission launched the PMO at the end of FY 2016 with one FTE and the assistance of certified acquisition professionals serving developmental assignments in the Commission's office. Both of the CNAs have established larger program offices to ensure their quality performance of the Cooperative Agreement requirements. As the Commission works through the first year of the CNAs' performance under the Cooperative Agreements, the staff is assessing its capacity and determining its needs for future investment in the PMO.

Policy: Developing and updating policy and procedures is a focal point for the Commission, because strengthening program oversight requires the identification and dissemination of the rules and regulations to be followed. As the AbilityOne Program operates in the Federal acquisition environment, Commission employees must have the experience and expertise to work with the Federal Acquisition Regulation (FAR) Council on rule changes that affect the AbilityOne Program. The Commission also monitors and engages as necessary when other Federal agencies issue procurement guidance that does not fully conform to the requirements of the JWOD Act and the AbilityOne Program. The Commission has one FTE primarily responsible for policy, who draws on the subject matter expertise of other staff members and consults with the Office of the General Counsel.

The Commission’s executive leadership team includes the Office of the Executive Director, the Chief of Staff, Office of the General Counsel, and Communications and Government Affairs. Within these functions are nine FTEs. One FTE is assigned to IT.

Figure 4. Organizational chart of U.S. AbilityOne Commission Staff, Arlington, VA Office



3.3 Information Technology (IT)

The Commission maintains a small IT infrastructure footprint, with its own local area network and web server. The Agency neither operates nor uses data centers.

The Commission has used and maintained its current information management system since 2005. Known as the Procurement List Information Management System (PLIMS), it supports all AbilityOne business transactions with customers and program partners, and enables the Commission staff to meet Government-wide goals for telework through a distributed workflow. The Commission has maintained and modestly enhanced this system with limited contractor support, but has made no substantial new investment in the system. However, the Commission’s electronic workflow software is no longer supported by the manufacturer, and business process changes are driving user needs beyond the capabilities of the current system.

The Commission will undertake a broad IT system assessment using FY 2017 resources to identify weaknesses, necessary investments and opportunities for greater efficiencies. For example, the Commission’s compliance team may be more efficient when conducting on-site inspections if they are able to use mobile devices such as tablets or applications that streamline data entry and the capture of other information. Such recommendations will be fully researched and documented, for proposal in the FY 2019 budget cycle. The table below reflects the current IT enterprise.

Table 2: Information Technology (IT) Summary Table				
Category:	(PY) FY 2016 Budget	(CY) FY 2017 Budget	(BY) FY 2018 Request	(BY) FY 2019 Request
Personnel	1 FTE	1 FTE	2 FTE	2 FTE
Network Maintenance	\$196,000	\$200,000	\$204,000	\$208,000
PLIMS System Programming	\$195,000	\$198,000	\$206,000	\$209,000
Hardware	\$25,000	\$50,000*	\$50,000	\$20,000
Software	\$36,000	\$135,000**	\$125,000	\$70,000
New Investments	\$0	\$0	\$250,000	\$250,000
Total	1 FTE \$451,000	1 FTE \$583,000	2 FTE \$835,000	2 FTE 757,000

* The Commission will devote approximately \$50,000 of its FY 2017 appropriation to refreshing IT hardware that is outdated. In recent years, the Commission has deferred replacing or refreshing some of its hardware for budgetary reasons. As noted above, the Commission will explore the use of new mobile devices to increase staff efficiency.

** The Commission may be required to purchase a new workflow software package, as its current software is no longer supported by the manufacturer and poses a risk to operations. The FY 2017 Omnibus funding level will permit such a one-time expenditure with minimal recurring costs for licenses or upgrades.

IT Resource Statements: The Commission’s Chief Information Officer (CIO) has reviewed and contributed to the Agency’s IT investments in this budget request. There are no significant new investments in systems, but the Commission will need to procure necessary IT equipment such as laptop computers or handheld devices for staff members whose equipment has not been refreshed in several years. The CIO routinely reviews and submits the planned IT support for AbilityOne Program objectives; as does the Agency’s Chief of Staff (there is no dedicated Chief Financial Officer position at this time). The statements attesting to these facts are attached in the Appendix section.

Agency Provisioned IT Services Spending Summary (formerly Cloud Computing Summary):

In FY 2014, the U.S. AbilityOne Commission migrated the majority of its physical server architecture to a private, cloud-based virtual server model. In FY 2015, the Commission further updated and streamlined its IT operations by utilizing the Microsoft Office 365 Government public cloud and creating a hybrid/mixed cloud model with email migrated to this environment. This enabled the Commission to consolidate and share commodity IT functions, resulting in a more efficient use of resources and an enhanced user experience. In FY 2016, the Commission

evaluated moving its VMware server infrastructure to a public cloud-based computing environment to determine whether it will further reduce operating costs. Based on this evaluation, the Commission plans to move its VMware servers to a public cloud-based environment in FY 2019. The Agency will research and consider further investments in cloud computing, but no additional resources are requested in FY 2018 for this purpose.

Table 3. Agency Provisioned IT Services Spending (in \$ millions)				
Type	FY 2015	FY 2016	FY 2017	FY 2018
Public Cloud	0	0	0	0
Private Cloud (Virtual Desktop)	.02	.03	0	0
Community Cloud	0	0	0	0
Hybrid Cloud (email server)	.02	.02	0	0
Non-Cloud Provisioned Services	0	0	0	0

Cyber Security:

The Commission relies on its interagency agreement with the Department of Homeland Security, National Cyber Security Division. Under this agreement, DHS provides consolidated intrusion detection, incident analysis and cyber response capabilities in the protection and defense of the Commission’s external access points and network for a reasonable fee. There are no additional funds requested for cyber security purposes in FY 2018.

3.4 Budget Request by Object Class

Table 4: FY 2018 Budget Request by Object Class (in \$ thousands)					
	FY 2014 Enacted	FY 2015 Enacted	FY 2016 Enacted	FY 2017 Enacted	FY 2018 Request
Personnel	\$3,162	\$3,255	\$3,405	\$4,088	\$3,342
Benefits	816	826	858	1,099	870
Travel	130	151	145	185	55
Rent & Communications	544	455	405	415	405
Printing	20	25	18	35	35
Services	509	584	540	1048	600
Supplies	30	35	25	50	25
Equipment	46	49	45	80	35
Losses & Claims	0	0	0	0	0
Office of Inspector General	0	0	750	1,000	750
TOTAL	\$5,257	\$5,362	\$6,191	8,000	\$6,117

Object Class Narrative for FY 2018 Request:

Salaries and Benefits - \$4,212,000. By far, the largest share of the Commission’s budget request is for the salaries and benefits of the Commission’s personnel. Excluding the funding dedicated to the Office of Inspector General (OIG), salary and benefits represent more than 78 percent of the total Agency budget. The specific staffing numbers and capabilities are discussed above in Section 3.2. This amount also includes four private citizen Commission members who are appointed by the President to represent the interests of individuals who are blind or who have other significant disabilities. As Special Government Employees, they are paid at the Executive Level IV rate on a per-diem basis when conducting Commission business.

The Commission staff position descriptions are reviewed annually to ensure they provide the maximum benefit in support of Agency priority goals such as program compliance assurance, employment growth and sustainment, policy development, program management and legal support. If necessary, positions will be reprogrammed to most efficiently and effectively promote the mission.

Travel - \$55,000. In FY 2018, \$55,000 is the minimum amount of funding for mission-critical travel. The Commission will make maximum use of virtual meetings, virtual compliance inspections and virtual training to keep travel costs low and make a larger share of resources available for personnel. The need for enhanced compliance monitoring and oversight dictates that at least a small reserve of travel funds be maintained for high priority inspections or emergency situations. Aside from Commission member travel to participate in official duties, non-compliance travel will be curtailed and dependent on savings in other object classes.

Rent and Communications - \$405,000. The Commission will hold costs in this category to its FY 2016 level, which reflects the savings achieved through a reduction in the overall footprint of the Agency's space. The remaining funds described in this budget class are necessary for monthly charges for information technology and telecommunications equipment. The Commission uses strategic sourcing vehicles to obtain discount pricing for requirements such as its wireless phone service. The Commission's expenses include high speed web connectivity and remote access Internet service provider accounts to enable staff members to telework or work while in a travel status. A small portion of this budget category includes standard business expenses for postage, domestic package delivery and teleconference bridge lines.

Printing - \$35,000. In accordance with the Administrative Procedures Act, the Agency continues to have printing costs associated with publishing notices in the Federal Register. This fulfills legal requirements and promotes transparency. In FY 2018, the Commission intends to propose updates to the Code of Federal Regulations, and will propose the removal of outdated regulations, particularly where it is possible to reduce burden. Based on recent years' billing, we anticipate \$35,000 will cover these costs. The Commission does not intend to use this budget line to print informational materials or educational collateral which can be disseminated electronically.

Services - \$600,000. The Commission has two service contracts that support its information technology infrastructure; one for general network support and one for programming of the Agency's information management system. The costs for these contracts have been held nearly flat for the past five years. In addition to these commercial services, the Commission must pay its Federal servicing offices for the shared services it receives in the financial and human resources areas. This category also includes services the Commission requires to meet statutory requirements. In accordance with the Federal Information Security Management Act (FISMA), the Commission must review and report on its security functions on a yearly basis. Similarly, the Accountability of Tax Dollars Act of 2002 requires every agency, regardless of size, to conduct an annual audit of its financial statements.

Supplies and Materials - \$25,000. The Commission will achieve cost avoidance, if not savings, in this category. The Agency's continued emphasis on a paperless work environment has resulted in lower consumption of office supplies overall, and particularly of paper and toner. In FY 2017, the Commission's funding level will permit some replenishment or refreshment of supplies that have been depleted. Accordingly, costs will be reduced in FY 2018. The Commission will continue to purchase subscriptions to technical reference such as West Law, technical manuals and other publications that enable employees' performance of official duties.

Equipment - \$35,000. The Commission plans to refresh hardware and software to the maximum extent possible in FY 2017, thereby avoiding some of those costs in FY 2018. The Agency uses Federal Strategic Sourcing Initiative (FSSI) contract vehicles to obtain the best discount pricing for the Government in this area. The primary driver of spending in this category is the annual software license updates, which are necessary.

4.0 Agency Restructuring or Work Process Redesign

4.1 Western United States Field Office

Congress directed the Commission to include information in its FY 2018 budget justification about the establishment of a field office serving the western areas of the United States.

For context, a Western United States Field Office was part of the Commission's FY 2017 budget justification. Regional field offices are needed to achieve effective oversight, compliance, integrity and accountability of program contracts valued at approximately \$8 billion with annual AbilityOne Program sales of more than \$3 billion to the Federal government.

Additionally, the AbilityOne Program is the source of employment for more than 46,000 people who are blind or significantly disabled, spans 15 time zones, and encompasses all 50 states, Puerto Rico and Guam. The Washington, D.C. area-based Commission staff is challenged to oversee more than 500 nonprofit agencies,⁵ and actively engage and respond to Federal contracting, acquisition and program officials, and nonprofit agency leaders.

The increasing size, scope and costs of the AbilityOne program require the Commission to rapidly identify issues and take immediate action to minimize or eliminate risks to the government. Recent attention from Congress, the GAO and national media contributed to the establishment of an Office of Inspector General for the Commission, an increased emphasis on oversight and compliance, and illustrated the need to transform the AbilityOne Program. The Commission's strategy to transform, build trust and confidence, have greater reach and operate more independently is an imperative. Regional field offices are critical to this strategy, protecting the interests of the government and employment of people who are blind and significantly disabled.

A Western United States Field Office will significantly improve the Commission's program oversight and accountability. The current concept for the Western United States Field Office follows:

- Field office geographic area: 14 states -- Alaska, Arizona, California, Hawaii, Idaho, Montana, Nebraska, Nevada, North Dakota, Oregon, South Dakota, Utah, Washington and Wyoming – and the territory of Guam.
- Nonprofit agencies in the field office geographic area: Approximately 112.
- Field office location: The Commission staff is evaluating locations including Phoenix, AZ; San Diego, CA; and locations near the San Francisco Bay Area. Considerations include proximity to nonprofit agencies, cost of living, GSA rental space options and access to an airline hub. The office would have a small footprint and leverage telework.

⁵ Central Nonprofit Agencies, and nonprofit agencies that perform work under the AbilityOne Program, are not government entities; they are private, not-for-profit organizations.

- Field office staff: Experts in compliance, operations and price analysis, as well as an attorney, would be included in a staff of up to eight FTEs. The initial cohort to stand up the office is estimated at one to three FTEs.
- Field office cost: A full staff of eight FTEs, plus infrastructure and travel costs, is estimated at approximately \$2.8 million per year. The 2018 budget request does not include any funds for a Western United States Field Office.

4.2 IT Assessment

In FY 2017, the Commission will explore improvements and enhancements to its nearly 10-year old workflow system, called the Procurement List Information Management System (PLIMS). PLIMS was designed to automate the Commission's workflow for additions, deletions and changes to the AbilityOne Program Procurement List. The system supports remote workers' concurrent reviews of Procurement List business transactions. Since PLIMS was launched, the Commission has made minor enhancements, primarily streamlining or combining transactions for greater efficiency. However, ever-changing business processes and the results of Lean Six Sigma reviews have outpaced the updates to PLIMS. The Commission's FY 2017 appropriation provides resources that will enable the Commission to conduct an assessment of its IT capability and capacity, and to determine its needs for the future.

The IT assessment will inform the Commission's larger and longer-term Agency restructuring effort, following the guidance of OMB Memorandum M-17-22. The Commission will also review its staffing resources with respect to the most efficient and effective organization. The Commission's restructuring plan and projected outcomes will be submitted to OMB later this year, and will be included in the FY 2019 budget request and justification.

5.0 Performance Goals, Measures and Indicators

This section of the budget narrative addresses performance planning and reporting by the U.S. AbilityOne Commission, on behalf of the AbilityOne Program, in accordance with the Government Performance and Results Act (GPRA) Modernization Act of 2010. The linkage between goals and the resources requested to execute them in FY 2018 is discussed below.

The Commission's most recent Strategic Plan covers the period from FY 2014-2017. For the Agency, as well as the Program, the mission and vision statements (reflected on page 6 of this document) and core goals have been validated several times. These fundamentals are unlikely to change. In FY 2017, the Commission will convene with its stakeholders to refine shorter-term performance goals, tactics and measures, to ensure that the plan remains relevant in today's dynamic business environment.

The core goals for the entire AbilityOne Program are: (1) Effective Stewardship, (2) Employee and Customer Satisfaction and (3) Employment Growth. The Commission has an additional core goal applicable to the Federal agency, which is (4) Business Excellence. The high priority afforded to the execution of these goals is reflected in the Commission's subcommittee structure. Each of the Commission's standing subcommittees is devoted to these core goals. The Agency

uses a dashboard approach to report the progress toward each goal, reviewing and using the relevant data to make recommendations at the subcommittee level for decisions at the full Commission level.

5.1 Strategic Goal 1: Effective Stewardship

AbilityOne Program integrity is paramount, making the Effective Stewardship goal a top priority for the Commission. Effective Stewardship encompasses fostering, monitoring and enforcing nonprofit agencies' compliance with the statutory and regulatory requirements to participate in the AbilityOne Program. In the past three fiscal years, a greater emphasis has been placed on the Commission's oversight of its Central Nonprofit Agencies (CNAs), in accordance with the recommendations in GAO Report GAO-13-457, and the establishment of Cooperative Agreements with each CNA in June 2016. The Commission's personnel requirements include the establishment of a Program Manager position to oversee implementation of the Cooperative Agreements. As the Cooperative Agreement associated reports, deliverables and evaluation processes increase, the Commission will assess the staffing level and resources necessary to effectively implement the Cooperative Agreements in FY 2019 and the out-years.

The Commission's oversight of the AbilityOne-participating nonprofit agencies is centered on their compliance with the statutory and regulatory requirements to participate in the AbilityOne Program. Nonprofit agencies must demonstrate that 75% or more of all direct labor hours worked during the fiscal year were provided by people who are blind or who have significant disabilities. The Commission's compliance team is responsible for inspecting and training nonprofit agencies, and reviewing nonprofit agencies' certified data to determine whether or not the organizations are in compliance with the requirements.

Based on the Commission's review of nonprofit agencies' certified data, there were 543 nonprofit agencies authorized to participate in the AbilityOne Program as of September 30, 2016. Of those reporting and remaining in the program, just under four percent (21 nonprofit agencies) were out of compliance with the statutory ratio requirement. There are several consequences for noncompliance including probation and reporting requirements, suspension from consideration for AbilityOne work opportunities, and/or removal of eligibility to participate in the Program. The Commission staff uses compliance-related data and trends to identify priorities for training and communications for the next fiscal year.

The resources requested in this justification to support the Effective Stewardship goal are primarily the personnel to perform the program management and compliance inspection functions. As discussed in Section 3.1, the Commission has developed cost-saving approaches to leverage virtual compliance data reviews, allowing travel dollars to be maximized. However, there remains a need for on-site inspections, and the associated resources are included in the travel budget object class.

5.2 Strategic Goal 2: Employee and Customer Satisfaction

Both employee and customer satisfaction are crucial to accomplishment of the AbilityOne Program's employment mission. The Commission leverages data to identify both successes and

weaknesses, and then works with the AbilityOne Program stakeholders to develop and execute plans to increase satisfaction in the areas where our data and evidence show the greatest opportunity for improvement.

The first strategic objective under this goal is to increase and sustain AbilityOne nonprofit agency **employee satisfaction** through a continuous feedback process, followed by targeted strategies to achieve improvements. A baseline employee satisfaction level was established in 2010, showing an overall AbilityOne Program employee satisfaction rating of 85%, compared to the 68% industry benchmark level.⁶ In 2013, employee satisfaction was again measured, with AbilityOne participants reporting an increased level of overall job satisfaction level, 86.5%, compared to the U.S. National Norm of 70%.⁷

The Commission's Quality Work Environment (QWE) initiative is the AbilityOne Program's primary approach to increasing and maintaining employee satisfaction. QWE involves nonprofit agency employers of people who are blind or significantly disabled sharing best practices and pursuing continuous workplace improvement to better serve their workforce. It focuses on four key areas: (1) increasing wages through increased productivity, (2) providing navigation to supports, services and training, (3) articulating a defined career ladder for employees, and defining steps to climb the ladder, and (4) ensuring an integrated, engaging workplace culture.

Several QWE best practices correlate positively with the elements of job satisfaction most desired by AbilityOne employees, according to employee satisfaction survey results. Accordingly, the Commission influences employee satisfaction by monitoring and encouraging nonprofit agencies' engagement in the QWE initiative and implementation of QWE plans. The Commission expects to achieve full voluntary participation across the AbilityOne Program, but has extended the timeline for adoption in light of the uncertainty and disruption to nonprofit agencies' employment programs during Sequestration, the Government closure, and subsequent decrease in AbilityOne employment opportunities. At the end of FY 2016, approximately 85% of all AbilityOne employees worked in nonprofit agencies that participate in QWE continuous improvement efforts, and nearly 60% of all AbilityOne nonprofit agencies were taking part in this voluntary program.

The second strategic objective under the satisfaction goal is to increase and sustain AbilityOne **Federal customer satisfaction** at the buyer level and among end-users of products/services. Important on its own, this objective also facilitates the employment mission. In early FY 2015, a survey of non-Defense Federal Customer Satisfaction and Loyalty was implemented identify strengths and opportunities for improvement among customers who are the primary points of contact for active AbilityOne contracts. The survey's findings included an overall 88% satisfaction level with the AbilityOne Program among this segment of customers, up from the

⁶ Source: A random sample of AbilityOne employees with significant disabilities and a census survey of AbilityOne employees who are blind were asked a combination of satisfaction questions with the results combined and appropriately weighted. The benchmark industry percentage is a weighted average of Towers Watson employee survey results from the cross-section of industry sectors in the U.S., weighted by size and industry using current Census data.

⁷ As with the 2010 survey, industry norm data was supplied by Towers Watson, a professional services company that conducts employee research and helps organizations improve performance.

previously measured level of 84% in 2011. Other statistically valid findings underscored the Program's need to focus on more competitive pricing and proposals, while quality and timeliness were found to be equal to or better than non-AbilityOne contractors. The results correlated closely with the feedback gathered in an AbilityOne products/services end-user survey conducted in 2014.

The Commission and its AbilityOne Program partners are seeking new methods to measure customer satisfaction, as it is increasingly less possible to survey Federal acquisition professionals. The Commission is exploring the use of past performance reports to glean customer satisfaction input. The Commission is also implementing GAO recommendations related to pricing, specifically to enhance transparency in the establishment of Procurement List prices through the dissemination of procedures, manuals and training. After full implementation, we will evaluate the effect of these recommendations on customers' understanding of and perception of AbilityOne pricing. Each of these satisfaction-related tactics will be implemented within the Commission's baseline resources; no additional funding is requested for this goal area.

5.3 Strategic Goal 3: Employment Growth

The AbilityOne Program's mission is to generate employment opportunities for people who are blind or significantly disabled, so employment growth is the bottom-line metric. The quality of AbilityOne employment is a high priority for the Commission, as discussed under the Employee/Customer Satisfaction goal above. The Commission tracks promotions of people who are blind or significantly disabled, which numbered more than 1,477 in FY 2016, including more than 400 promotions into supervisory positions. We also track competitive placements, where AbilityOne employees are assisted in finding jobs outside of the Program, which exceeded 2,100 during the fiscal year. Still, the primary measure for the growth goal is quantitative -- the number of direct labor hours worked by AbilityOne employees and the total number of jobs supported by the products and services on the AbilityOne Procurement List.

AbilityOne Program data shows that in FY 2016, more than 46,000 people who are blind or have significant disabilities worked on AbilityOne contracts, performing nearly 47 million hours of direct labor and earning \$616 million in aggregate wages. The average hourly wage was \$13.01. AbilityOne employment is driven by the delivery of products and services to the Government, and total AbilityOne sales recorded in FY 2016 exceeded \$3.3 billion, an increase of more than five percent over FY 2015.

The Commission's role in employment growth is two-fold: First, the Commission educates and communicates with Federal agencies to assist them in maximizing their purchases from the AbilityOne Program. This involves the development of educational materials and the dissemination of information through a wide range of channels including electronic publications and social media. The primary resources necessary for these efforts are personnel. Second, the Commission adds to, changes or deletes products and services from the AbilityOne Procurement List. Managing the Procurement List is a mission-critical process, with numerous variations such as product updates, price changes or authorizing additional nonprofit agencies to perform the work. The Commission's Operations staff is virtually one-deep in all technical areas, from products expertise to services expertise, from price analysis to information management. This

budget justification does not include any new FTEs in these areas, but the current level of staffing is absolutely the minimum necessary.

5.4 Strategic Goal 4: Business Excellence

The Commission executes mission-critical business processes with its Central Nonprofit Agencies, participating nonprofit agencies and Federal customers. The strategic objective is to improve the efficiency and efficacy of three critical business processes: (1) the Procurement List addition process, which as discussed above generates employment; (2) fair market pricing policy and procedures; and (3) the Program Fee determination and implementation process.

In FY 2016, in accordance with the Consolidated Appropriations Act, the Commission's business excellence efforts were focused on the establishment of the first-ever written agreements with the designated CNAs, to better define the business relationship and performance expectations. The Cooperative Agreements include the Commission's requirements for timeliness and accuracy in the CNAs' submissions of requests for Procurement List or pricing transactions. The Cooperative Agreements have Quality Assurance Surveillance Plans (QASPs) that measure the timeliness and accuracy in accordance with the specified standards.

Additionally, the Cooperative Agreements address the AbilityOne Program fee determination implementation. The CNAs' collection of fees and expenditure of fees is more closely tracked, and certain costs have been deemed unallowable. As required by the Consolidated Appropriations Act of 2016, the Commission's Cooperative Agreements include reporting on the Program Fee to Congress on a quarterly basis.

Implementation of the Cooperative Agreements is overseen by the Commission's Program Management Office. This is the primary resource requirement for addressing Strategic Goal #4. As noted in the Effective Stewardship section, the Commission will assess the staffing level and resources necessary for the Program Management Office to be effective, as reports, deliverables and evaluation processes increase. Any increase in resources will be proposed and justified in the FY 2019 budget request.

6.0 Evidence and Evaluation

Evidence is "the available body of facts or information indicating whether a belief or proposition is true or valid. Evidence can be quantitative or qualitative, and may come from a variety of sources, including performance measurement, evaluations, statistical series, retrospective reviews, and other data analytics and research," according to OMB memorandum M-15-11. For the AbilityOne Program, the Commission has long used evidence such as annual program data and independent reviews to evaluate performance, the efficacy of strategies to achieve objectives, and the need for adjustments in priorities, policies and procedures.

The Commission reviews both annual and quarterly data such as changes in the number of program employees, direct labor hours they work, wages they are paid, outplacements that are made to competitive employment, and adoption of best practices in the work environment. This information enables the Commission to gain a better understanding of the nonprofit agencies that

participate in the program and the AbilityOne employees themselves. The average hours worked per AbilityOne employee and the number of employees per nonprofit agency are two examples of evidence that has informed the Commission's decisions or policy positions.

In developing this budget justification, the Commission considered data it collects pertaining to jobs created, job reductions, direct labor hours worked, Federal agency expenditures, wages paid and the compliance ratings of AbilityOne-participating nonprofit agencies. This evidence allows Commission members to monitor and evaluate the progress towards AbilityOne strategic goals and to decide where the Commission's attention and emphasis is most needed to effectively administer the Program. AbilityOne Program data shows where employment has been gained, sustained or lost during the past year. Combined with Federal spending analyses, this data tells the Commission which lines of business support the most reliable, highest skilled, highest paying positions for AbilityOne workers, and should thus be the focal points for fostering and growing AbilityOne job opportunities.

In 2017, the Commission will participate in and support the 2017 National Defense Authorization Act Section 898 Panel on Department of Defense (DOD) and AbilityOne Contracting Oversight, Accountability, and Integrity; and on Defense Acquisition University Training. The panel's duties include review, analysis and recommendations to reduce vulnerabilities in DOD contracts for AbilityOne products and services, and to increase the DOD's use of the AbilityOne Program. The Commission expects data and evidence-based reviews to play a substantial role in panel, and has identified numerous program data elements from employment to pricing to "leakage" statistics to inform the panel's work. Recommendations from the panel, along with requested resources to implement those recommendations, will be incorporated into the Commission's future Congressional budget justifications, beginning with FY 2019.

7.0 Office of Inspector General

The establishment of an Office of Inspector General (OIG) for the Committee for Purchase From People Who Are Blind or Severely Disabled (CPPBSD), operating as the U.S. AbilityOne Commission, was authorized in the Consolidated Appropriations Act of 2016. The Inspector General Act of 1978, as amended, now includes the CPPBSD in Section 8.G., among the Designated Federal Entities (DFE). As head of the DFE, the CPPBSD Chairperson established the OIG in June 2016 by appointing an Acting IG.

The OIG budget request for FY 2018, developed independently and incorporated without modification into the CPPBSD budget justification request, is for \$750,000. The FY 2018 budget request for the OIG is the minimum level of funding necessary for salaries and benefits for current employees (3.5 FTEs), rent and general operational expenses. The budget request follows the Administration's guidance to keep spending flat.

The OIG's prior year budget allocation levels and other implementation information follow:

For FY2016, Public Law 114-113 amended the IG Act of 1978, this information is as follows:

- Congress appropriated for expenses necessary for the Committee for Purchase From People Who Are Blind or Severely Disabled, established by Public Law 92-28 (41 U.S.C. 8501) \$6,191,000: Provided that no less than \$750,000 shall be available for the establishment and associated administrative costs for the OIG. \$750,000 was the OIG budget for FY2016.

For FY2017 budget estimate and request for OIG, this information is as follows:

- The OIG was created in June 2016, so the IG did not submit a budget for FY2017.

For FY2018, the budget request for the OIG is at the same FY2016 level that Congress authorized to establish and stand-up the OIG. However, this level of funding will only allow the OIG to maintain its current operating status. Within the request for OIG, this information is as follows:

- Establishment and associated administrative costs for the OIG, \$750,000.
- The portion of this amount needed for OIG training is \$6,000.
- The portion of this amount needed to support CIGIE is estimated at \$1,500.

The following budget information includes estimates submitted to Congress in the OIG Business Case Proposal before the OIG was established:

	OIG Business Case Proposal Estimate	Budget Received
Year 1 (FY 2016) OIG created in June, 2016	\$2.7M	\$750K
Year 2 (FY2017)	\$3.7M	\$1M
Year 3 (FY2018)	\$4.5M	TBD
Year 4 (FY2019)	\$4.5M	TBD

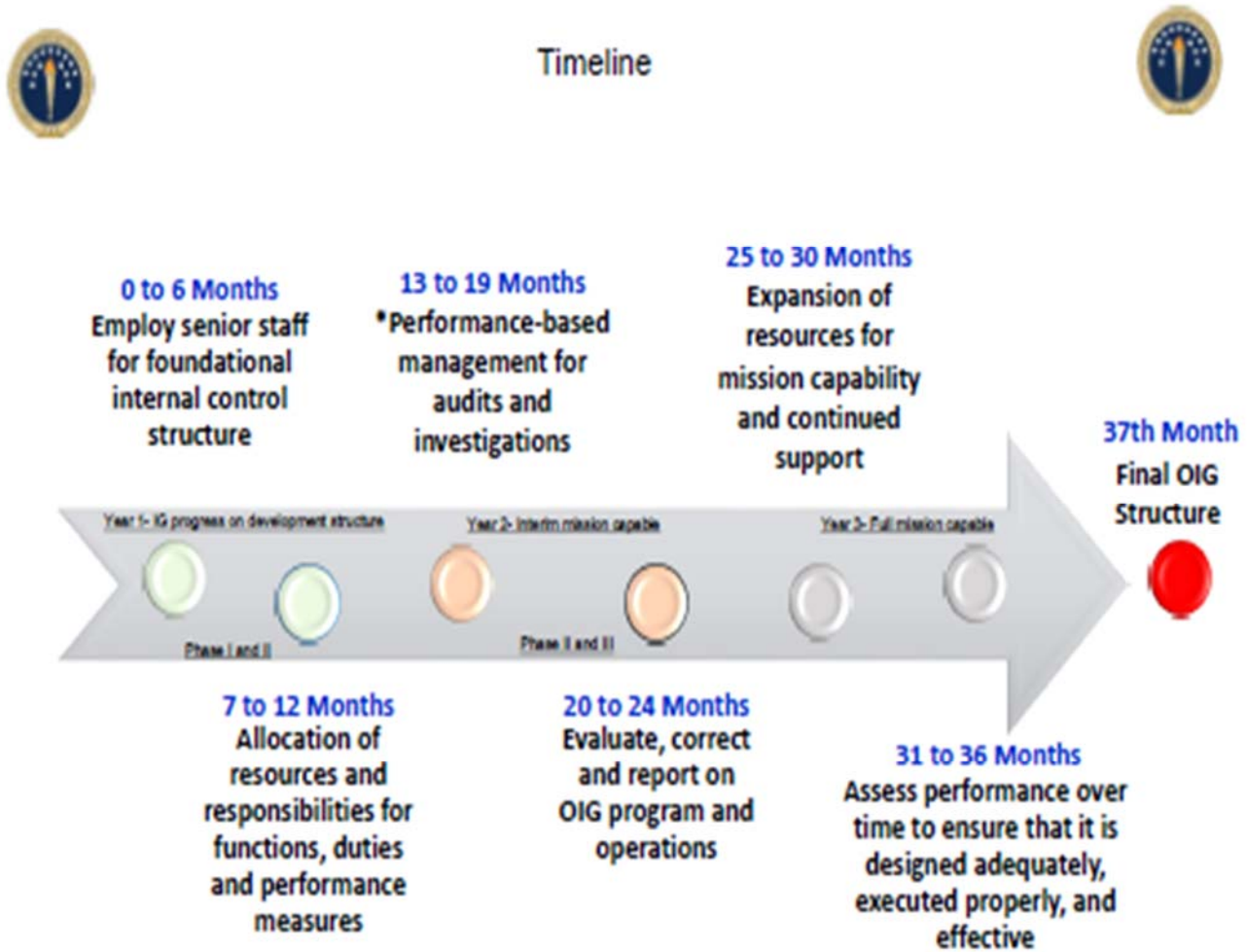


Figure 5. Organizational chart of the Office of Inspector General for the Committee for Purchase From People Who Are Blind or Severely Disabled (CPPBSD), operating as the U.S. AbilityOne Commission.⁸



⁸ The OIG office is located in Alexandria, VA.

8.0 Proposed Appropriation Language

COMMITTEE FOR PURCHASE FROM PEOPLE WHO ARE BLIND OR SEVERELY DISABLED

SALARIES AND EXPENSES

For expenses necessary for the Committee for Purchase From People Who Are Blind or Severely Disabled, established by Public Law 92-28 (41 U.S.C. §8501 et. seq.), \$6,117,000: Provided, That \$750,000 shall be available for the Office of Inspector General.

9.0 Conclusion

The AbilityOne Program has experienced dramatic change and transformation during the last two fiscal years. The Commission established Cooperative Agreements in place to better define the business relationship and strengthen oversight among the two designated Central Nonprofit Agencies. The Cooperative Agreements emphasize employment growth, program integrity, support for nonprofit agency employers participating in the AbilityOne Program, as well as enhanced training and communications. The Commission established an Office of Inspector General (OIG), which is building the infrastructure to be an independent, fully functional organization able to handle complaints, perform audits and investigations, and make recommendations to improve efficiency and effectiveness of the AbilityOne Program.

Continuous evaluation and improvement will continue. The Commission is a participant in the 2017 National Defense Authorization Act Section 898 Panel on Department of Defense and AbilityOne Contracting Oversight, Accountability, and Integrity; and on Defense Acquisition University Training. The panel's review and recommendations will identify vulnerabilities and opportunities for improvement in DOD contracting with the AbilityOne Program. It will also promote increased utilization of AbilityOne products and services by DOD customers. Among its other duties, the panel will explore ways to increase the employment of wounded warriors and other veterans across the AbilityOne Program. The Commission anticipates the panel's recommendations to play a role in the development of Commission budget requests in FY 2019 and the out-years.

The Commission's ability to thoroughly monitor and oversee the AbilityOne Program must keep pace with the growth in both sales to the Government and the number of employees in the program. The FY 2018 budget request is structured to support the Commission's day-to-day operations as the Agency explores and pursues the most effective organization and approach to ensure full implementation of the above oversight initiatives and priorities. While emphasizing oversight, the Commission maintains an unwavering focus on its core mission – the employment of people who are blind or have significant disabilities. Through the AbilityOne Program, more than 46,000 individuals have job opportunities and are working to achieve their maximum employment potential.

Appendix I Financial Management Summary

Though it is a small, independent agency, the Commission accomplishes an important mission that is national in scope – touching the lives of more than 46,000 people who are blind or have significant disabilities. It does so without a national infrastructure, and with very limited appropriated funds. The agency’s FY 2016 budget was \$6,191,000, with no less than \$750,000 for the Office of Inspector General. This budget was primarily used to fund salaries and benefits for the Agency’s full-time civil service staff and private citizen members, to pay for rent and overhead expenses at the agency’s sole office in Arlington, Virginia, and to fund official travel such as on-site inspections of nonprofit agencies’ compliance with the law and relevant regulations.

The agency’s goals, objectives, targets and measures are focused on administration of the AbilityOne Program nationwide. Accordingly, and leveraging the efficiencies of shared services, the Commission obtained financial systems services from the Financial Information and Operations Division USDA - Office of the Chief Financial Officer under an interagency agreement in FY 2016. These include an accounting system, travel, administrative payments; personnel compensation and benefits; and cash collection and deposits. The Commission relied primarily on audits of the Financial Information and Operations Division conducted by the Office of the Inspector General at USDA to uncover material weaknesses in those systems and to ensure that internal control procedures are in place. No material weaknesses have been reported to the Commission by that office.

In FY 2016, independent auditors found the Commission’s financial statements presented fairly and the agency’s financial position for the fiscal year ended in conformity with generally accepted accounting principles. Additionally, the auditors did not note any deficiencies in internal controls over financial reporting that would qualify as a material weakness. Also, the audit did not disclose any instances of noncompliance with laws or regulations that would be reportable under Government Auditing Standards or the Office of Management and Budget (OMB) Bulletin No. 07-04, Audit Requirements for Federal Financial Statements, as amended. The agency continues to perform monthly periodic reviews of financial statements against internal control documents to ensure accuracy of transactions between the Commission and our GSA service provider.

Improper Payments Reductions

In accordance with the Improper Payments Information Act of 2002, the Commission reports that it had no significant improper or erroneous payments in FY 2016. Therefore, no corrective action is required. The Commission has no grant making authority, makes no payments to beneficiaries, has no unneeded real property and has no debt collection program. The Commission has fewer than eight contracts for services; none in excess of \$215,000 per year, and most are significantly below that threshold. Nearly all of the agency’s resources are dedicated to personnel and rent. The Agency is committed to monthly reconciliation of all spending, including payroll, and remains vigilant to prevent improper payments.



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Appendix II Statement of the Chief Information Officer

May 9, 2017



1401 S. Clark Street, Suite 715
Arlington, VA 22202

In accordance with OMB Memorandum A-11 dated May 1, 2015, I affirm that as the Chief Information Officer of the U.S. AbilityOne Commission, I played a significant role in reviewing and recommending planned IT support and increases in IT resources for the Agency. There are no major IT investments in systems, but the Commission has requested an increase in funding to procure IT equipment and software licenses for new employees.


Shang-iong (Edward) Yang, CIO

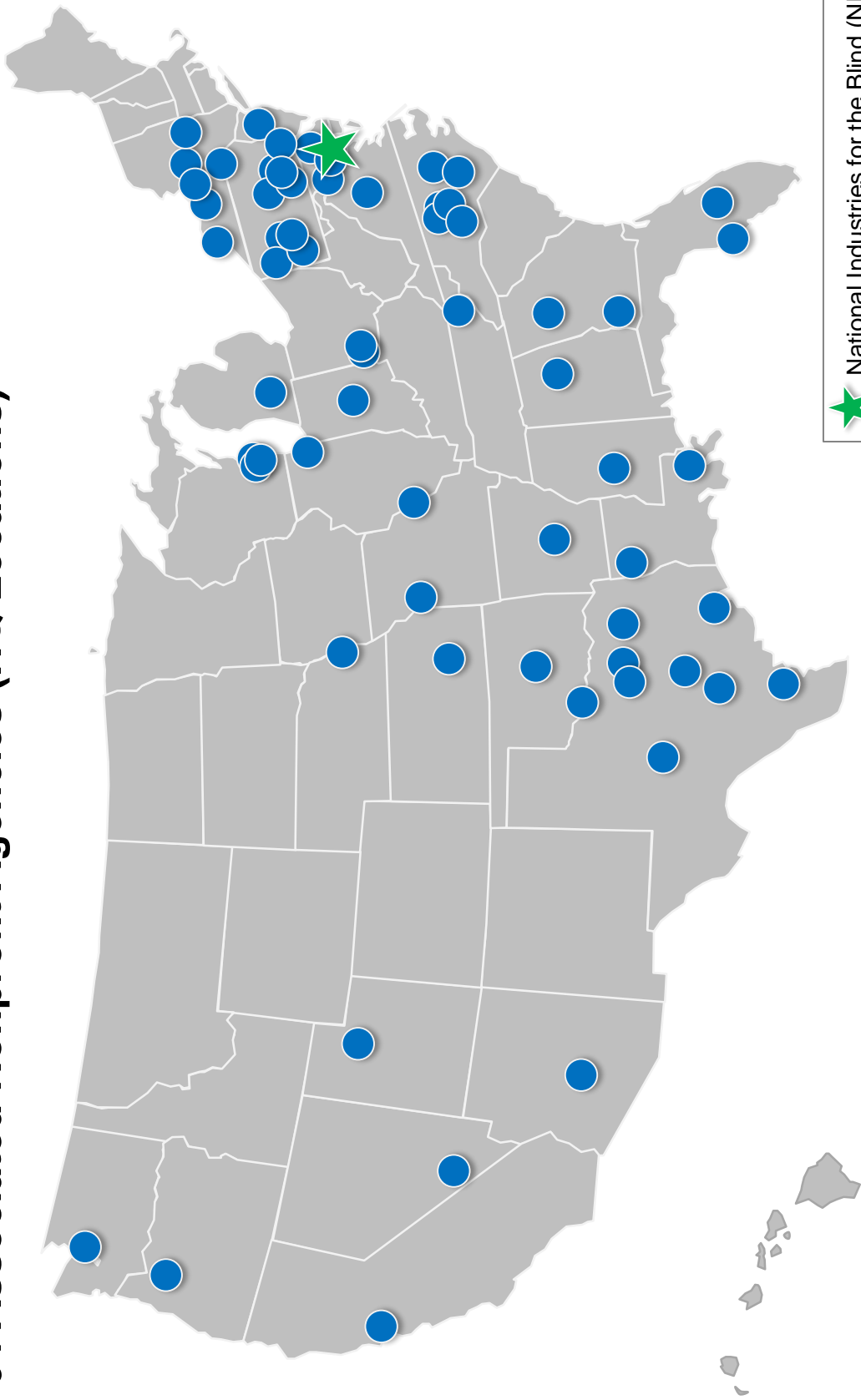
Appendix III Central Nonprofit Agency Documents

Provided in response to reporting requirements in House Report 114-699 to accompany H.R. 5926, specified under the heading "Division H, Departments of Labor, Health, and Human Services, and Education, and Related Agencies Appropriations Act, 2017, Title IV – Related Agencies," this Appendix includes the following Central Nonprofit Agency documents from National Industries for the Blind and SourceAmerica:

- (1) Maps showing the locations of all Central Nonprofit Agencies (and all Nonprofit Agencies)
- (2) Lists of Nonprofit Agency names and addresses
- (3) Charts showing the total fees charged by each Central Nonprofit Agency by state

NIB Associated Agencies - AbilityOne

64 Associated Nonprofit Agencies (HQ Locations)



-  National Industries for the Blind (NIB)
-  NIB Associated Nonprofit Agency

As of 5-15-2017

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NIB ASSOCIATED NPAS - ABILITYONE PROGRAM MAY 2017

Agency Name	Street Address	City	State	Zip
ALABAMA INDUSTRIES FOR THE BLIND	1209 Ft. Lashley Avenue	Talladega	AL	35161
ARKANSAS LIGHTHOUSE FOR THE BLIND	PO Box 192666	Little Rock	AR	72219
ARIZONA INDUSTRIES FOR THE BLIND	515 North 51st Avenue	Phoenix	AZ	85040
LIGHTHOUSE FOR THE BLIND AND VISUALLY IMPAIRED	1155 Market Street 10th Floor	San Francisco	CA	94103
COLUMBIA LIGHTHOUSE FOR THE BLIND	1825 K Street NW	Washington	DC	20006
DELAWARE INDUSTRIES FOR THE BLIND	1901 North DuPont Highway	New Castle	DE	19720
LIGHTHOUSE WORKS, INC.	2500 Kunze Avenue	Orlando	FL	32806
TAMPA LIGHTHOUSE FOR THE BLIND, INC	1106 West Platt Street	Tampa	FL	33606
GEORGIA INDUSTRIES FOR THE BLIND	700 Faceville Highway	Bainbridge	GA	39819
VISION REHABILITATION SERVICES	3830 South Cobb Drive	Smyrna	GA	30080
CHICAGO LIGHTHOUSE INDUSTRIES	1850 W Roosevelt Rd	Chicago	IL	60608
BOSMA ENTERPRISES	6270 Corporate Drive	Indianapolis	IN	46278
ENVISION INDUSTRIES INC	610 N. Main Street	Wichita	KS	67203
THE LIGHTHOUSE F/T BLIND IN NEW ORLEANS, INC	123 State Street	New Orleans	LA	70118
LOUISIANA ASSOCIATION FOR THE BLIND INC	1750 Claiborne Avenue	Shreveport	LA	71103
BLIND INDUSTRIES & SERVICES OF MARYLAND	3345 Washington Boulevard	Baltimore	MD	21227
MIDWEST ENTERPRISES FOR THE BLIND, INC	2207 Lake Street	Kalamazoo	MI	49048
ALPHAPOINTE	7501 Prospect Avenue	Kansas City	MO	64132
THE LIGHTHOUSE FOR THE BLIND	10440 Trenton Avenue	Saint Louis	MO	63132
MISSISSIPPI INDUSTRIES FOR THE BLIND, INC	2501 North West Street	Jackson	MS	39216
LIONS SERVICES, INC	4600 A North Tryon Street	Charlotte	NC	28213
LC INDUSTRIES, INC	4500 Emperor Blvd	Durham	NC	27703
INDUSTRIES OF THE BLIND, INC	920 West Gate City Blvd.	Greensboro	NC	27403
LIONS INDUSTRIES FOR THE BLIND, INC	4126 Berkeley Ave.	Kinston	NC	28504
RLCB, INC	2701 Noblin Road	Raleigh	NC	27604
WINSTON-SALEM INDUSTRIES FOR THE BLIND, INC	7730 North Point Drive	Winston Salem	NC	27106
OUTLOOK-NEBRASKA, INC	4125 S. 72nd St.	Omaha	NE	68127
Everas Community Services Inc	24 K World's Fair Drive	Somerset	NJ	08873
BESTWORK INDUSTRIES FOR THE BLIND, INC	1940 Olney Ave.	Cherry Hill	NJ	08003
BLIND CENTER OF NEVADA, INC	1001 North Bruce	Las Vegas	NV	89101
NORTHEASTERN ASSOCIATION OF THE BLIND AT ALBANY, INC	301 Washington Avenue	Albany	NY	12206
ASSOCIATION FOR VISION REHABILITATION AND EMPLOYMENT, INC	174 Court Street	Binghamton	NY	13901
ASSOCIATION FOR THE BLIND AND VISUALLY IMPAIRED - GOODWILL	422 South Clinton Avenue	Rochester	NY	14620

NIB ASSOCIATED NPAS - ABILITYONE PROGRAM MAY 2017

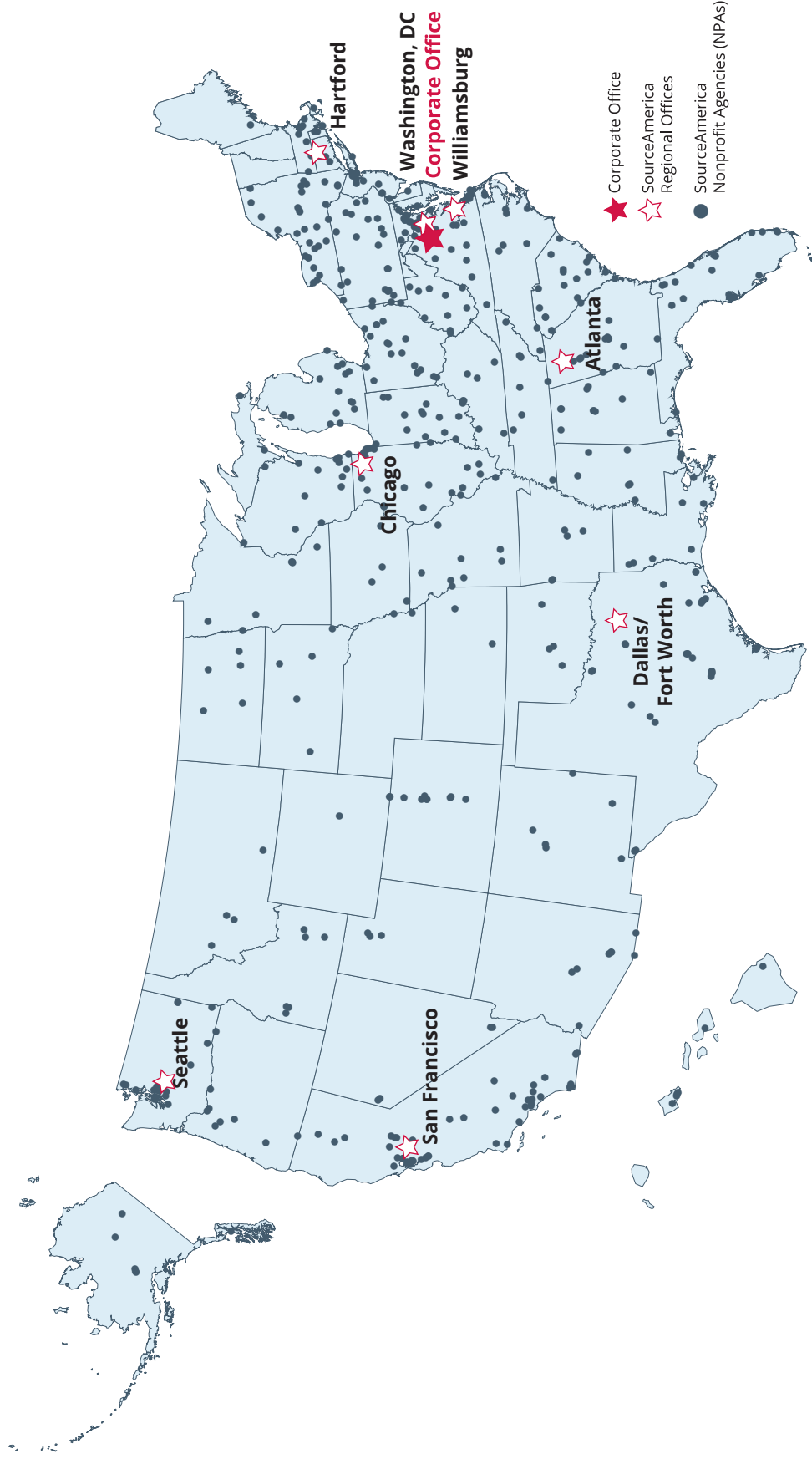
Agency Name	Street Address	City	State	Zip
AURORA OF CENTRAL NEW YORK	518 James Street	Syracuse	NY	13203
Central Assoc. f/t Blind and Visually Impaired	507 Kent Street	Utica	NY	13501
ELIZABETH PIERCE OLMSTED, M.D. CENTER F/T VISUALLY IMPAIRED	1170 Main Street	Buffalo	NY	14209
CINCINNATI ASSOCIATION FOR THE BLIND AND VISUALLY IMPAIRED	2045 Gilbert Avenue	Cincinnati	OH	45202
CLOVERNOOK CTR F/T BLIND & VISUALLY IMPAIRED	7000 Hamilton Avenue	Cincinnati	OH	45231
NEWVIEW OKLAHOMA, INC	501 North Douglas Avenue	Oklahoma City	OK	73106
BLIND ENTERPRISES OF OREGON	6540 SE Foster Road	Portland	OR	97206
PENNSYLVANIA ASSOCIATION FOR THE BLIND AND VISUALLY IMPAIRED, CHESTER COUNTY BRANCH	71 South First Avenue	Coatesville	PA	19320
WESTMORELAND COUNTY BLIND ASSOCIATION	911 South Main Street	Greensburg	PA	15601
KEYSTONE VOCATIONAL SERVICES, INC	3056 E State St	Hermitage	PA	16148
VISION CORPS FOUNDATION	244 North Queen Street	Lancaster	PA	17603
BLIND AND VISION REHABILITATION SERVICES OF PITTSBURGH	2526 Railroad St.	Pittsburgh	PA	15222
NORTH CENTRAL SIGHT SERVICES INC	2121 Reach Road	Williamsport	PA	17701
WASHINGTON-GREENE COUNTY BLIND ASSOCIATION	566 East Maiden Street	Washington	PA	15301
FORSIGHT VISION	1380 Spahn Avenue	York	PA	17403
LIONS VOLUNTEER BLIND INDUSTRIES, INC	758 W. Morris Blvd	Morristown	TN	37813
TRAVIS ASSOCIATION FOR THE BLIND	2307 Business Center Drive	Austin	TX	78764
SOUTH TEXAS LIGHTHOUSE FOR THE BLIND	4421 Agnes Street	Corpus Christi	TX	78469
DALLAS LIGHTHOUSE FOR THE BLIND, INC	PO Box 678494	Dallas	TX	75267-8494
TARRANT COUNTY ASSOCIATION FOR THE BLIND, INC	912 West Broadway	Fort Worth	TX	76104
WEST TEXAS LIGHTHOUSE FOR THE BLIND	2001 Austin Street	San Angelo	TX	76903
THE LIGHTHOUSE OF HOUSTON	3602 West Dallas	Houston	TX	77019
SAN ANTONIO LIGHTHOUSE FOR THE BLIND	2305 Roosevelt Avenue	San Antonio	TX	78210
HORIZON INDUSTRIES	500 North Bois D'Arc	Tyler	TX	75702
BEACON LIGHTHOUSE, INC	300 Seventh Street	Wichita Falls	TX	76301
UTAH INDUSTRIES FOR THE BLIND	PO Box 1258	Salt Lake City	UT	84110
VIRGINIA INDUSTRIES FOR BLIND	1535 High Street	Richmond	VA	23220
THE LIGHTHOUSE FOR THE BLIND INC	2501 South Plum Street	Seattle	WA	98144
ASSOCIATED INDUSTRIES FOR THE BLIND, INC	5316 West State Street	Milwaukee	WI	53208
INDUSTRIES FOR THE BLIND INC	445 S. Curtis Road	West Allis	WI	53214
BEYOND VISION	5316 West State Street	Milwaukee	WI	53208

**National Industries for the Blind
CNA Fees by State (Based on NPA Location)
For the Fiscal Year Ended 9/30/16**

State	CNA Fees
Alabama	\$ 248,390
Arizona	205,830
Arkansas	185,915
California	46,552
District of Columbia	135,815
Florida	211,784
Georgia	236,985
Illinois	127,573
Indiana	2,307,101
Kansas	1,510,690
Louisiana	1,259,042
Maryland	1,968,901
Michigan	123,309
Mississippi	206,562
Missouri	1,399,255
Nebraska	655,970
Nevada	8,603
New Jersey	397,835
New York	1,504,012
North Carolina	5,821,223
Ohio	517,050
Oklahoma	1,048,364
Oregon	14,713
Pennsylvania	1,052,105
Tennessee	228,252
Texas	4,035,323
Utah	7,557
Virginia	890,402
Washington	1,004,063
Wisconsin	1,392,586
Total	\$ 28,751,763

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SourceAmerica Network Map



*Guam has two producing NPAs.

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SourceAmerica Nonprofit Agency (NPA)	Address Line 1	Address Line 2	City	State	Zip
Assets, Inc.	2330 Nichols Street		Anchorage	AK	99508-3495
MC Resource Management	611 Fairbanks Street		Anchorage	AK	99501
MQC Enterprises, Inc.	4433 Mt View Drive A		Anchorage	AK	99508-1721
Fairbanks Resource Agency	805 Airport Way		Fairbanks	AK	99701-6039
REACH, Inc.	213 3rd Street		Juneau	AK	99801
The Opportunity Center Easter Seal Facility --The Ala ES Soc, Inc.	P.O. Box 2247		Anniston	AL	36202-2247
Alabama Goodwill Industries, Inc.	2350 Green Springs Highways		Birmingham	AL	35205-6834
Easter Seals of the Birmingham Area	2717 3rd Avenue South		Birmingham	AL	35233-2705
United Cerebral Palsy of Greater Birmingham, Inc.	100 Oslo Circle		Birmingham	AL	35211-5965
Wiregrass Rehabilitation Center, Inc.	795 Ross Clark Circle	Suite 1	Dothan	AL	36303
Huntsville Rehabilitation Foundation	2939 Johnson Road SW		Huntsville	AL	35805-5844
The ARC of Madison County, Inc.	1100 Washington Street		Huntsville	AL	35801-4678
GWI Services, Inc.	2440 Gordon Smith Dr		Mobile	AL	36617-2319
Goodwill Industries of Central Alabama, Inc.	P.O. Box 9349		Montgomery	AL	36108-0349
Northwest Alabama Easter Seal Children's Clinic-Rehab Center	1450 Avalon Avenue		Muscle Shoals	AL	35661-3110
Pathfinder, Inc.	PO Box 647		Jacksonville	AR	72078-0647
United Cerebral Palsy of Central Arkansas	9720 N. Rodney Parham Road		Little Rock	AR	72227-6212
Jenkins Memorial Children's Center and Jenkins Industries	2410 Rike Drive		Pine Bluff	AR	71603-3935
Abilities Unlimited of Ft. Smith, Inc.	3305 Kibler Rd		Van Buren	AR	72956
Premier Alliances Inc.	1993 Frontage Rd 104		Sierra Vista	AZ	85635
The Centers for Habilitation/TCH	215 West Lodge Drive		Tempe	AZ	85283-3652
Beacon Group, Inc.	308 W Glenn St		Tucson	AZ	85705
Catholic Community Services of Southern Arizona	268 West Adams		Tucson	AZ	85705-6534
J.P. Industries, Inc.	2851 N. Country Club Rd.		Tucson	AZ	85716
ACHIEVE Human Services, Inc.	3250-A East 40th Street		Yuma	AZ	85365-7748
Bakersfield Arc, Inc.	2240 South Union Avenue		Bakersfield	CA	93307-4158
Exceptional Children's Foundation	5350 Machado Lane		Culver City	CA	90230-8800
ARC-Imperial Valley	PO Box 1828		El Centro	CA	92244-1828
Imperial County Work Training Center, Inc.	210 Wake Avenue		El Centro	CA	92243-9632
Fontana Resources at Work	P.O. Box 848		Fontana	CA	92334-0848
The Arc Fresno/Madera Counties	4490 E Ashlan Ave		Fresno	CA	93726
Kings Rehabilitation Center, Inc.	PO Box 719		Hanford	CA	93232-0719
Bona Fide Conglomerate, Inc.	PO BOX 2606		La Mesa	CA	91943
Desert Haven Enterprises, Inc.	P.O. Box 2110		Lancaster	CA	93539-2110
Life Options, Vocational and Resource Center	116 North I Street		Lompoc	CA	93436-6721
Los Angeles Habilitation House	2041 San Gabriel Ave		Long Beach	CA	90810-3763
Siskiyou Opportunity Center, Inc.	P.O. Box 304	1516 S. Mt. Shasta Blvd	Mt. Shasta	CA	96067-0304
Napa Valley PSI, Inc.	P.O. Box 600		Napa	CA	94559-0600
Calidad Industries, Inc.	1301 30th Avenue		Oakland	CA	94601-2208
Goodwill Industries of Southern California	14565 Lanark Street	Valley Campus	Panorama City	CA	91402-4903
FVO Solutions Inc.	789 North Fair Oaks Avenue		Pasadena	CA	91103-3045
Tehama County Opportunity Center, Inc.	P. O. Box 219		Red Bluff	CA	96080-2747
Shasta County Opportunity Center	1265 Redwood Blvd		Redding	CA	96003-1965
Pacific Coast Community Services	5501 Sacramento Avenue		Richmond	CA	94804-5603
Rubicon Programs, Inc.	2500 Bissell Avenue		Richmond	CA	94804-2804
ARC Riverside	8138 Mar Vista Court		Riverside	CA	92504-4324
North Bay Rehabilitation Services, Inc.	649 Martin Ave		Rohnert Park	CA	94928-2050
Pride Industries	10030 Foothills Blvd.		Roseville	CA	95747-7102

SourceAmerica Nonprofit Agency (NPA)	Address Line 1	Address Line 2	City	State	Zip
Crossroads Diversified Service, Inc.	9300 Tech Center Dr., Ste. 100	Suite 100	Sacramento	CA	95826-2575
Easter Seal Society of Superior California	3205 Hurlley Way		Sacramento	CA	95864-3853
Job Options, Incorporated	3465 Camino del Rio South	Suite 300	San Diego	CA	92108-3908
San Diego Outsourcing Systems, Inc.	3663 Rosecrans		San Diego	CA	92110-3226
The ARC of San Diego	3030 Market Street		San Diego	CA	92102-3230
Toolworks, Inc.	25 Kearny Street, Suite 400		San Francisco	CA	94108-5518
Hope Services, Inc.	30 Las Colinas Lane		San Jose	CA	95119-1212
Project Hire	1401 Parkmoor Ave, Suite 125		San Jose	CA	95126-3453
Landmark Services, Inc.	410 North Fairview Street		Santa Ana	CA	92703-3412
VTC Enterprises	P.O. Box 1187		Santa Maria	CA	93456-1187
Lincoln Training Center and Rehabilitation Workshop	2643 Loma Avenue		South El Monte	CA	91733-1478
Goodwill Service Connection, Inc.	129 South Grant St		Stockton	CA	95202-3103
Solano Diversified Services	1761 Broadway, Suite 250		Vallejo	CA	94589-2253
The ARC of Ventura County, Inc.	5103 Walker Street		Ventura	CA	93003-7358
Asian Rehabilitation Services, Inc.	7009 Washington Avenue		Whittier	CA	90602
Yolo Employment Services	660 Sixth Street		Woodland	CA	95695-4162
AspenPointe Employment	6208 N. Lehman Drive, Suite 106		Colorado Springs	CO	80918
Goodwill Industrial Services Corporation	1460 Garden of the Gods Road		Colorado Springs	CO	80907-3414
Bayaud Industries, Inc.	333 W Bayaud Ave		Denver	CO	80223-1801
Foothills Gateway, Inc.	301 W Skyway Drive		Fort Collins	CO	80525-3911
Pueblo Diversified Industries, Inc.	2828 Granada Boulevard		Pueblo	CO	81005-3104
North Metro Community Services for Developmentally Disabled	1001 West 124th Avenue		Westminster	CO	80234-1705
Allied Community Services, Inc.	3 Pearson Way		Enfield	CT	6082
CW Resources, Inc.	200 Myrtle Street		New Britain	CT	06053-4160
The Kennedy Center, Inc.	2440 Reservoir Ave		Trumbull	CT	06611-4735
Easter Seal Rehabilitation Center of Greater Waterbury	22 Tompkins Street		Waterbury	CT	06708-1417
Easter Seals Capital Region & Eastern Connecticut, Inc.	100 Deerfield Road		Windsor	CT	06095-4252
Anchor Mental Health Association	1001 Lawrence Street NE		Washington	DC	20017
Davis Memorial Goodwill Industries	2200 South Dakota Ave, NE		Washington	DC	20018-1607
Lt. Joseph P. Kennedy Jr. Institute, Inc.	801 Buchanan Street, N.E.		Washington	DC	20017-3996
The ARC of the District of Columbia, Inc.	1825 K Street, NW, Suite 1200		Washington	DC	20006
Kent-Sussex Industries, Inc.	301 N. Rehoboth Blvd.		Milford	DE	19963-1305
Opportunity Center, Incorporated	3030 Bowers Street		Wilmington	DE	19802-2405
Habilitation Center for the Handicapped, Inc.	22313 Boca Rio Rd		Boca Raton	FL	33433-4701
Abilities, Inc. of Florida	2735 Whitney Road		Clearwater	FL	33760-1610
SMA Behavioral Health Services, Inc.	225 Fentress Blvd, Suite A		Daytona Beach	FL	32114
The Arc of Alachua County, Inc.	3303 NW 83rd St.		Gainesville	FL	32606-6227
Challenge Enterprises of North Florida, Inc.	PO Box 1248		Green Cove Springs	FL	32043-1248
GINFL Services, Inc.	4527 Lenox Avenue		Jacksonville	FL	32205-5417
The Right 2 Work Corporation	1010 N. Davis Street, Suite 205	Suite 205	Jacksonville	FL	32209-6808
CARC-Advocates for Citizens with Disabilities, Inc.	512 SW Sisters Welcome Rd		Lake City	FL	32025-0752
JobWorks, Inc.	3033 Dranefield Rd.		Lakeland	FL	33811
Easter Seals South Florida	1475 N.W. 14th Avenue		Miami	FL	33125-1616
Goodwill Industries of South Florida, Inc.	2121 NW 21st Street		Miami	FL	33142-7317
Lakeview Center, Inc.	2001 North E Street		Pensacola	FL	32501-1922
Brevard Achievement Center, Inc.	1845 Cogswell Street		Rockledge	FL	32955-3210
Bridges BTC, Inc.	1694 Cedar Street		Rockledge	FL	32955-3131
Louise Graham Regeneration Center, Inc.	2301 3rd Avenue S.		St. Petersburg	FL	33712-1646

Source	Address Line 1	Address Line 2	City	State	Zip
SourceAmerica Nonprofit Agency (NPA)	Address Line 1	Address Line 2	City	State	Zip
Able Force, Inc.	1101 Channelside Drive	Suite 100	Tampa	FL	33602
Gulfstream Goodwill Industries, Inc.	1715 Tiffany Drive East		West Palm Beach	FL	33407-3224
Middle Flint Behavioral HealthCare-Sumter County MR Center	PO Drawer 1348	415 N. Jackson St	Americus	GA	31709-1348
Bobby Dodd Institute, Inc.	2120 Marietta Blvd. N.W.		Atlanta	GA	30318-2122
Easter Seals East Georgia, Inc.	P.O. Box 2441		Augusta	GA	30903-2441
Power Works Industries, Inc.	2601 Cross Country Drive Bldg A		Columbus	GA	31906-1801
Goodwill Industries of North Georgia, Inc.	2201 Lawrenceville Highway	#300	Decatur	GA	30033
Middle Georgia Diversified Industries, Inc.	604 Kellam Road	P O Box 847	Dublin	GA	31040-0847
New Ventures Enterprises, Inc.	306 Fort Drive		LaGrange	GA	30240-5902
Good Vocations, Inc.	5171 Eisenhower Parkway		Macon	GA	31206-5309
Nobis Enterprises, Inc.	1480 Bells Ferry Road		Marietta	GA	30066-6014
Goodwill Industries of the Coastal Empire, Inc.	7220 Sallie Mood Drive		Savannah	GA	31406
Thomas-Grady Service Center	106 Plantation Oak Drive		Thomasville	GA	31792
Houston County Association for Exceptional Citizens, Inc.	202 N. Davis Drive	Post Mailbox 164	Warner Robins	GA	31093-7116
Pacific Ability Resources Inc.(PARI)	P.O. Box 4731	Orleans Pacific Plaza 104	Hagatna	GU	96932-8652
ICAN Resources, Inc.	865 S. Marine Corps Drive		Tamuning	GU	96913
The ARC of Hilo	1099 Waiuanue Ave.		Hilo	HI	96720-2019
Goodwill Contract Services Hawaii, Inc.	2610 Kiihau Street		Honolulu	HI	96819-2020
Lanakia Pacific	1809 Bachelot Street		Honolulu	HI	96817-2430
Network Enterprises, Inc.	1505 Dillingham Blvd	Suite 303	Honolulu	HI	96817
Opportunities and Resources, Inc.	64-1510 Kamehameha Highway		Wahiawa	HI	96786-2915
Ka Lima O Maui	95 Mahalani Street	Suite 19B	Wailuku	HI	96793-2521
Handicapped Development Center	3402 Hickory Grove Road		Davenport	IA	52806
Genesis Development	1809 W 2nd Ave		Indianola	IA	50125
Heartland Goodwill Enterprises	1410 South 1st Ave		Iowa City	IA	52240
Goodwill Solutions, Inc.	5355 NW 86th St		Johnston	IA	50131-2781
Dawn Enterprises, Inc.	P.O. Box 388		Blackfoot	ID	83221-0388
WITCO	3919 E. Ustick Road		Caldwell	ID	83605-6060
Trace, Inc.	5519 N. Glenwood Street		Garden City	ID	83714-0309
Development Workshop, Inc.	555 West 25th Street		Idaho Falls	ID	83402-4527
New Day Products, Inc.	1704 North Main Street		Pocatello	ID	83204-2511
Challenge Unlimited, Inc.	4 Emmie L. Kaus Lane		Alton	IL	62002-8865
Clearbrook Center, Inc.	1835 West Central Rd.		Arlington Heights	IL	60005-2410
St. Clair Associated Vocational Enterprises, Inc.	3001 Save Road		Belleville	IL	62221-7018
Ada S. McKinley Community Services, Inc.	1863 S. Wabash Ave		Chicago	IL	60616-1614
Envision Unlimited	8 S. Michigan Ave. Ste 1700		Chicago	IL	60603-3353
Jewish Vocational Service and Employment Center	216 W Jackson Blvd. Ste 700		Chicago	IL	60606-6921
Lester and Rosalie Anixter Center	2001 N. Clybourn Ave. Floor 3		Chicago	IL	60614-4036
Rolling Hills Progress Center, Inc.	P.O. Box 85		Lanark	IL	61046-0085
Jefferson County Comprehensive Services, Inc.	16388 N. IL Highway 37		Mt. Vernon	IL	62864-0010
Specialized Training for Adult Rehabilitation	P. O. Box 938		Murphysboro	IL	62966-0938
Glenkirk	3660 Commercial Avenue		Northbrook	IL	60062
Human Resources Center of Edgar and Clark Counties	P.O. Box 1118	118 E Court Street	Paris	IL	61944-5118
Community Workshop and Training Center, Inc.	3215 North University		Peoria	IL	61604-1318
Innovative Partnerships, N.F.P.	PO Box 4238		Rock Island	IL	61204-4238
The Arc of the Quad Cities Area	4016 9th Street		Rock Island	IL	61201-6722
The Douglas Center	3445 W. Howard Ave.		Skokie	IL	60076-4011
United Cerebral Palsy of the Land of Lincoln	101 N. Sixteenth Street		Springfield	IL	62703-1101

SourceAmerica Nonprofit Agency (NPA)	Address Line 1	Address Line 2	City	State	Zip
TRI Industries NFP	780 Corporate Woods Parkway		Vernon Hills	IL	60061
Stone Belt ARC, Inc.	2815 East 10th Street		Bloomington	IN	47408-2601
Anthony Wayne Rehabilitation Ctr for Handicapped and Blind, Inc.	8515 Bluffton Road		Fort Wayne	IN	46809-3022
The Arc of Northeast Indiana, Inc.	4919 Coldwater Road		Fort Wayne	IN	46825-5532
Crossroads Rehabilitation Center, Inc.	4740 Kingsway Dr.		Indianapolis	IN	46205
GW Commercial Services, Inc.	1635 W. Michigan Street		Indianapolis	IN	46222-4388
Bona Vista Programs, Inc.	P.O. Box 2496		Kokomo	IN	46904-2496
Four Rivers Resource Services, Inc.	PO Box 249		Linton	IN	47441-0249
TradeWinds Services, Inc.	3198 East 83rd Place		Merrillville	IN	46410
Rauch, Inc.	845 Park Place		New Albany	IN	47150-2262
Orange Co. Rehabilitative and Dev Svcs Inc.	P.O. Box 267		Paoli	IN	47454-0267
Child-Adult Resource Services, Inc.	P.O. Box 170	201 N Dormeyer Avenue	Rockville	IN	47872-0170
Shares, Inc.	1611 South Miller Street		Shelbyville	IN	46176-2950
Knox County Association for Retarded Citizens, Inc.	2525 N. 6th Street		Vincennes	IN	47591-2405
Cottonwood, Inc.	2801 West 31st Street		Lawrence	KS	66047-3050
Center Industries Corporation	P.O. Box 17364		Wichita	KS	67217-0364
Southeastern Kentucky Rehabilitation Industries, Inc.	P. O. Box 1692	1205 W. Cumberland Gap Pkwy, Zip code 40701-5902	Corbin	KY	40702-1692
Pioneer Vocational/Industrial Services, Inc.	150 Corporate Drive		Danville	KY	40422
Pennyroyal Regional Mental Health-Mental Retardation Board, Inc.	P. O. BOX 614		Hopkinsville	KY	42240
Employment Solutions, Inc.	1084 Whipple Court		Lexington	KY	40511
Opportunity Workshop of Lexington, Incorporated	650 Kennedy Road		Lexington	KY	40511-1819
Goodwill Industries of Kentucky, Inc.	1325 South Fourth Street		Louisville	KY	40208
Zoom Group	1904 Embassy Square Blvd		Louisville	KY	40299
Opportunity Center Workshop	P.O. Box 1833		Owensboro	KY	42302-1833
Louisiana Industries for the Disabled, Inc.	1979 Beaumont Drive		Baton Rouge	LA	70806-1410
CARC	4100 Sen J Bennett Johnston Ave.		Lake Charles	LA	70615-5166
Association of Retarded Citizens of Sabine, Inc.	545 W. San Antonio	P. O. Box 1150	Many	LA	71449-1150
The Arc of Greater New Orleans	925 S Labarre Rd		Metairie	LA	70001-5921
Goodworks, Inc.	3400 Tulane Avenue	Suite 1000	New Orleans	LA	70119-7142
Goodwill Industries of North Louisiana, Inc.	800 West 70th Street		Shreveport	LA	71106-2550
The Arc of Caddo-Bossier	351 Jordan Street		Shreveport	LA	71101-4846
Community Workshops, Inc.	174 Portland Street		Boston	MA	02114-1714
Morgan Memorial Goodwill Industries	1010 Harrison Avenue		Boston	MA	02119-2540
National Telecommuting Institute, Inc.	225 Friend Street	Suite 401	Boston	MA	2114
Sunshine Village, Inc.	75 Litwin Lane		Chicopee	MA	01020-4817
Minute Man Arc for Human Services, Inc.	35 Forest Ridge Road		Concord	MA	01742-3099
Work, Incorporated	25 Beach Street		Dorchester	MA	02122-2734
capeAbilities	895 Mary Dunn Road		Hyannis	MA	02601-2088
Berkshire County ARC, Inc.	395 South Street		Pittsfield	MA	01201-6803
Seven Hills Occupational and Rehabilitation Services, Inc.	150 Goddard Memorial Drive		Worcester	MA	1603
ARC of Northern Chesapeake Region	4513 Philadelphia Rd.		Aberdeen	MD	21001
Alliance, Inc.	8003 Corporate Drive		Baltimore	MD	21236-4984
Chimes District of Columbia	4815 Seton Drive		Baltimore	MD	21215-3211
Goodwill Industries of the Chesapeake, Inc.	222 East Redwood Street		Baltimore	MD	21202-3312
Sinai Hospital of Baltimore	5607 Metro Drive	VSP/Lifebridge Health	Baltimore	MD	21215-3208
The Arc Baltimore, Inc.	7215 York Road		Baltimore	MD	21212-1528
Chesapeake Bay Industries, Inc.	713 Dover Rd. P.O. Box 1906		Easton	MD	21601-1906
Hagerstown Goodwill Industries, Inc.	14515 Pennsylvania Ave		Hagerstown	MD	21742-1670

SourceAmerica Nonprofit Agency (NPA)	Address Line 1	Address Line 2	City	State	Zip
The Center for Life Enrichment	25089 Three Notch Road		Hollywood	MD	20636-0610
Worcester County Developmental Center	P.O. Box 70		Newark	MD	21841-0070
The Arc of Montgomery County, Inc.	11600 Nebel St		Rockville	MD	20852-2538
CHI Centers, Inc.	10501 New Hampshire Avenue		Silver Spring	MD	20903-1122
Service Disabled Veterans Business Association	2212 Leesborough Drive		Silver Spring	MD	20902
Melwood Horticultural Training Center	5606 Dower House Road		Upper Marlboro	MD	20772-3699
Northern New England Employment Services	75 Washington Ave, Suite 300		Portland	ME	4101
Northeastern Michigan Rehabilitation and Opportunity Center	800 Bolton Street		Alpena	MI	49707
New Horizons Rehabilitation Services, Inc.	1814 Pond Run		Auburn Hills	MI	48326-2768
Calhoun County Community Mental Health Services	140 Michigan Ave W		Battle Creek	MI	49017-3602
Navigations, Incorporated	4820 Wayne Road		Battle Creek	MI	49037-7234
Work Skills Corporation	100 Summit Street		Brighton	MI	48116-0570
Lakestate Industries	P.O. Box 279		Escanaba	MI	49829-0279
Hope Network Services Corporation	PO Box 141		Grand Rapids	MI	49501-0141
MRC Industries, Incorporated	2538 S. 26th Street		Kalamazoo	MI	49048
TRICO Opportunities, Inc.	P.O. Box 2610		Kingsford	MI	49802-2610
Peckham Vocational Industries, Inc.	3510 Capital City Boulevard		Lansing	MI	48906-2102
Community Enterprises of St Clair County	1033 26th Street		Port Huron	MI	48060-4853
SVRC Industries, Inc.	919 Veterans Memorial Parkway		Saginaw	MI	48601-1432
Northern Transitions, Inc.	1401 West Easterday Ave.		Sault Ste. Marie	MI	49783-1414
Jewish Vocational Service and Community Workshop	29699 Southfield Road		Southfield	MI	48076-2038
Grand Traverse Industries, Inc.	2883 Aero Park Drive		Traverse City	MI	49686-8494
Washtenaw County Community Support and Treatment Services	555 Towner		Ypsilanti	MI	48198
Occupational Development Center, Inc.	1219 Naylor Drive SE		Bemidji	MN	56601
Goodwill Industries Vocational Enterprises, Inc.	700 Garfield Avenue		Duluth	MN	55802-2634
AccessAbility, Inc.	360 Hoover St NE		Minneapolis	MN	55413-2940
MDI Government Services, Inc.	3501 Broadway Street NE	Ste 100	Minneapolis	MN	55413
Tasks Unlimited, Inc.	2419 Nicollet Avenue South		Minneapolis	MN	55404-3450
Ability Building Center, Inc.	1911 14th Street, NW		Rochester	MN	55901-0756
Harrison County Sheltered Workshop Association	501 S. 26th Street		Bethany	MO	64424
Cape Girardeau Community Sheltered Workshop, Inc.	Box 831		Cape Girardeau	MO	63702-0831
Casco Area Workshop, Inc.	1800 West Vine Street		Harrisonville	MO	64701-4022
JobOne	1085 S Yuma Ave		Independence	MO	64056-2347
The Helping Hand of Goodwill Industries Extended Employment Sheltered Workshop	1817 Campbell Street		Kansas City	MO	64108-1739
Web-Co Custom Industries, Inc.	948 S Prairie Lane	PO Box 486	Marshfield	MO	65706
Learning Opportunities/Quality Works, Inc.	201 N. Locust Street	PO Box 254	Monroe City	MO	63456-1641
Cooperative Workshops, Inc.	1500 Ewing Drive		Sedalia	MO	65301-2396
SWI Industrial Solutions, Inc.	2835 West Bennett Street		Springfield	MO	65802-5183
MGI Services Corporation	1727 Locust St		St. Louis	MO	63103
AbilityWorks, Inc. of Monroe Co.	50006 Runway Drive		Aberdeen	MS	39730-9030
AbilityWorks, Inc. of Harrison County	10280 Larkin Smith Drive		Gulfport	MS	39503-4622
Mississippi Goodworks	2407 31st Street		Gulfport	MS	39501-6524
AbilityWorks, Inc. of Jackson	3895 Beasley Road		Jackson	MS	39213-3603
AbilityWorks, Inc. of Meridian	1003 College Drive		Meridian	MS	39307
AbilityWorks, Inc. of Oxford	P.O. Box 1415		Oxford	MS	38655-1415
Warren County Association for Retarded Citizens, Inc.	100 Smokey Lane		Vicksburg	MS	39180-5940
Community Option Resource Enterprises, Inc.	2121 Lampman Drive		Billings	MT	59102
BSW, Inc.	845 S Wyoming St		Butte	MT	59701-2970

SourceAmerica Nonprofit Agency (NPA)	Address Line 1	Address Line 2	City	State	Zip
Helena Industries	1325 Helena Avenue		Helena	MT	59601-2951
Opportunity Resources, Inc.	2821 S Russell St		Missoula	MT	59801-7913
Transylvania Vocational Services, Inc.	PO Drawer 1115		Brevard	NC	28712-0115
Durham Exchange Club Industries, Inc.	1717 E Lawson Street		Durham	NC	27703-5045
Skills, Incorporated	307 Commerce Drive		Elizabeth City	NC	27909-8329
Employment Source, Inc.	600 Ames St.		Fayetteville	NC	28301-4504
Eastern Carolina Vocational Center, Inc.	P. O. Box 1686		Greenville	NC	27835-1686
OE Enterprises, Inc.	348 Elizabeth Brady Road		Hillsborough	NC	27278-9502
Coastal Enterprises of Jacksonville, Inc.	224 White Street		Jacksonville	NC	28546
Pride, Inc.	PO Box 4086		Bismarck	ND	58502-4086
Lake Region Corporation	224 3rd ST NW		Devils Lake	ND	58301-2908
Vocational Training Center	424 9th Ave South		Fargo	ND	58103-2831
Alpha Opportunities, Inc.	PO Box 824		Jamestown	ND	58402-0824
MVW Services, Inc.	P.O. Box 1848		Minot	ND	58702-1848
Open Door Center	129 3rd Ave NE		Valley City	ND	58072-3057
Region V Services – Nebraska City	PO Box 614		Nebraska City	NE	68410-0614
Goodwill Specialty Services, Inc.	4805 North 72nd Street		Omaha	NE	68134-2304
Occupational Training Center of Burlington County	2 Manhattan Drive		Burlington	NJ	8016
Employment Horizons, Inc.	10 Ridgedale Avenue		Cedar Knolls	NJ	07927-1104
North Jersey Friendship House, Inc.	125 Atlantic Street		Hackensack	NJ	07601-4135
The Arc of Bergen and Passaic Counties, Inc.	223 Moore Street		Hackensack	NJ	07601-7403
Adelante Development Center, Inc.	3900 Osuna Road NE		Albuquerque	NM	87109-4459
LifeROOTS, Inc.	1111 Menaul Blvd. NE		Albuquerque	NM	87107-1614
ENMRSH, Inc.	P.O. Box 1989		Clovis	NM	88102-1989
Presbyterian Medical Services	608 Reilly Ave		Farmington	NM	87401
Tresco, Inc.	PO Box 2469		Las Cruces	NM	88004-2469
Great Plains Enterprises, Inc.	4755 Desert Plains Rd		Las Vegas	NV	89147-5676
Opportunity Village Association for Retarded Citizens	6050 S. Buffalo Drive		Las Vegas	NV	89113
High Sierra Industries, Inc.	555 Reactor Way		Reno	NV	89502-4108
Washoe Ability Resource Center	555 Reactor Way		Reno	NV	89502
Montgomery County Chapter, NYSARC	43 Liberty Drive		Amsterdam	NY	12010-5635
Genesee County Chapter, NYSARC	64 Walnut St		Batavia	NY	14020
St. Lawrence County Chapter, NYSARC	6 Commerce Lane		Canton	NY	13617-1248
J.M. Murray Center, Inc.	823 NYS Rt.13		Cortland	NY	13045-0589
Suburban Adult Services, Inc.	960 West Maple Court		Elma	NY	14059-9530
Oswego Industries, Inc.	7 Morrill Place		Fulton	NY	13069
The Corporate Source, Inc.	1225 Franklin Avenue, Suite 335		Garden City	NY	11530
Herkimer County Chapter, NYSARC	350 S. Washington Street		Herkimer	NY	13350-0271
Chautauqua County Chapter, NYSARC	200 Dunham Avenue		Jamestown	NY	14701-2828
Gateway Community Industries, Inc.	P.O. Box 5002		Kingston	NY	12402-5002
Citizen Advocates, Inc.	125 Finney Blvd.	PO Box 608	Malone	NY	12953-0608
The Workshop, Incorporated	339 Broadway		Menands	NY	12204-2708
Access: Supports for Living Inc.	15 Fortune Road West		Middletown	NY	10941-1625
Fedcap Rehabilitation Services, Inc.	633 3rd Avenue	6th Floor	New York	NY	10017-6787
NYSARC, Inc. New York City Chapter	83 Maiden Lane		New York	NY	10038-4812
Niagara County Chapter, NYSARC	2393 Niagara Falls Blvd		Niagara Falls	NY	14304
Skills Unlimited, Inc.	405 Locust Avenue		Oakdale	NY	11769-1651
NYSARC, Inc., Cattaraugus County Chapter	338 North 15th Street		Olean	NY	14760-2027

SourceAmerica Nonprofit Agency (NPA)	Address Line 1	Address Line 2	City	State	Zip
Yates County Chapter, NYSARC Inc.	235 North Ave		Penn Yan	NY	14527-1051
Clinton County Chapter, NYSARC-- Champlain Valley Industries	231 New York Road		Plattsburgh	NY	12903-4425
Warren, Washington & Albany Counties Chapter of NYSARC, Inc.	436 Quaker Road		Queensbury	NY	12804
Lifetime Assistance, Inc.	425 Paul Road		Rochester	NY	14624-4721
Rochester Rehabilitation Center	1000 Elmwood Avenue		Rochester	NY	14620
Schenectady Co. Chapter, NYSARC, Inc.	214 State Street		Schenectady	NY	12301
Onondaga County Chapter, NYSARC	600 Wilbur Avenue		Syracuse	NY	13204-2730
Human Technologies Corporation	2260 Dwyer Avenue		Utica	NY	13501-1193
The Arc, Oneida-Lewis Chapter-NYSARC, Inc.	245 Genesee Street		Utica	NY	13501-3401
Delaware County Chapter, NYSARC-- Resources for Industry	190 Prospect Ave		Walton	NY	13856-9711
NYSARC, Inc., Seneca-Cayuga Counties Chapter	1083 Waterloo-Geneva Road		Waterloo	NY	13165-1202
Jefferson County Chapter, NYSARC	PO Box 41	380 Gaffney Drive	Watertown	NY	13601
Schuyler County Chapter, NYSARC, Inc.	203 Twelfth Street		Watkins Glen	NY	14891-1617
CDS Monarch	860 Hard Road		Webster	NY	14580-0000
Community Support Services, Inc.	150 Cross Street		Akron	OH	44311-1026
Weaver Industries, Inc.	520 South Main Street, Suite 2441		Akron	OH	44311-1012
Greater Cincinnati Behavioral Health Services	1501 Madison Road		Cincinnati	OH	45206-1776
Ohio Valley Goodwill Industries Rehabilitation Center, Inc.	10600 Springfield Pike		Cincinnati	OH	45215-1121
VGS, Inc.	2239 East 55th Street		Cleveland	OH	44103
Goodwill Easter Seals of the Miami Valley	660 South Main Street		Dayton	OH	45402
The Alpha Group of Delaware, Inc.	1000 Alpha Drive		Delaware	OH	43015-8642
Murray Ridge Production Center, Inc.	1091 Infirmary Road		Elyria	OH	44035-4804
Coleman Professional Services	5982 Rhodes Road		Kent	OH	44240
The Center for Individual and Family Services	741 Scholl Rd		Mansfield	OH	44907
MARCA Industries, Incorporated	2465 Harding Highway East		Marion	OH	43302-8529
Licking-Knox Goodwill Industries, Inc.	P.O. Box 828		Newark	OH	43058-0828
TAC Industries, Inc.	2160 Old Selma Road		Springfield	OH	45505-4600
Contractech, Inc.	626 N. Huron St		Toledo	OH	43604
Greene, Inc.	121 Fairground Road		Xenia	OH	45385-9543
APEX, Inc.	P.O. Box 804		Anadarko	OK	73005-0804
Golden Rule Industries of Muskogee, Inc.	627 Elgin		Muskogee	OK	74401
Dale Rogers Training Center, Inc.	2501 North Utah		Oklahoma City	OK	73107-1226
Opportunity Connections, Inc.	PO Box 698		Hood River	OR	97031
Willamette Valley Rehabilitation Center	1853 W Airway Road		Lebanon	OR	97355-1233
DePaul Industries	4950 NE Martin Luther King Jr. Blvd		Portland	OR	97211-3354
Relay Resources	5312 NE 148th Avenue		Portland	OR	97230-3438
Sunrise Enterprises of Roseburg, Inc.	3005 NE Diamond Lake Blvd		Roseburg	OR	97470-5834
Garten Services, Inc.	PO Box 13970		Salem	OR	97309-1970
Elwyn	1 Judy Way		Aston	PA	19014
Penn-York Opportunities, Inc.	101 South Main Street		Athens	PA	18810-1611
Beaver County Association for the Blind	616 Fourth Street		Beaver Falls	PA	15010
Via of the Lehigh Valley, Inc.	336 West Spruce Street		Bethlehem	PA	18018-3739
The Arc of Cumberland and Perry Counties	71 Ashland Avenue		Carlisle	PA	17013-2601
Allied Health Care Services	100 Abington Executive Park		Clarks Summit	PA	18411-2258
Dr. Gertrude A Barber Center	100 Barber Place		Erie	PA	16507-1899
Goodwill Services, Inc.	1150 Goodwill Drive		Harrisburg	PA	17101-2400
Cambria County Association for the Blind and Handicapped	211 Central Avenue		Johnstown	PA	15902-2495
Quality Employment Services and Training (QUEST)	704 Metro Drive		Lebanon	PA	17042-9138

Source	Address Line 1	Address Line 2	City	State	Zip
SourceAmerica Nonprofit Agency (NPA)	Address Line 1	Address Line 2	City	State	Zip
NuVisions Center, a Not for Profit Corporation	658 Valley St.		Lewistown	PA	17044-1423
Lark Enterprises, Inc.	315 Green Ridge Drive	Suite A-1	New Castle	PA	16105-6145
Bollinger Enterprises	44 North State Street		North Warren	PA	16365-4860
Horizon House, Inc.	120 South 30th Street		Philadelphia	PA	19104-3403
InspiriTec, Inc.	340 N. 12th Street	Suite 200	Philadelphia	PA	19107
ARC, Allegheny County Chapter --Parc-Way Industries	711 Bingham St		Pittsburgh	PA	15203-1007
Easter Seals Western and Central Pennsylvania	Six Parkway Center	875 Greentree rd	Pittsburgh	PA	15220
Goodwill Commercial Services, Inc.	118 52nd Street		Pittsburgh	PA	15201
Life'sWork of Western PA	1323 Forbes Avenue		Pittsburgh	PA	15219-4700
Avenues, Inc.	2 Park St		Pottsville	PA	17901-3827
The Burnley Workshop of the Poconos, Inc.	4219 Manor Drive		Stroudsburg	PA	18360-9451
Hope Enterprises, Inc.	2401 Reach Road		Williamsport	PA	17701-4193
AccessPoint RI	P.O. Box 20130		Cranston	RI	02920-0942
James L. Maher Center	120 Hillside Avenue		Newport	RI	2840
The Tri-Development Center of Aiken County, Inc.	P.O. Box 698		Aiken	SC	29802-0698
Beaufort Vocational Rehabilitation Center	747 Robert Smalls Pkwy		Beaufort	SC	29906-9053
Horry Co. Disabilities and Special Needs Board	250 Victory Lane		Conway	SC	29526-8650
Florence County Disabilities and Special Needs Board	1211 E National Cemetary Rd.		Florence	SC	29506-3240
Greenville County Disabilities and Special Needs Board	1700 Ridge Road		Greenville	SC	29607
Greenville Rehabilitation Center	105 Parkins Mill Road		Greenville	SC	29607-2931
SC Vocations & Individual Advancement, Inc.	115 Haywood Road		Greenville	SC	29607-3422
Charleston Vocational Rehabilitation Center	4360 Dorchester Rd.		North Charleston	SC	29405-7431
Goodwill Industries of Lower South Carolina, Inc.	2150 Eagle Drive	Building 100	North Charleston	SC	29406-6027
The Charles Lea Center, Inc.	0195 Burdette Street		Spartanburg	SC	29307-1003
Dorchester County Board of Disabilities and Special Needs	PO Box 2950		Summerville	SC	29484-2950
Walterboro Vocational Rehabilitation Center	919 Thunderbolt Drive		Walterboro	SC	29488-9366
Aspire Inc.	607 North 4th St.		Aberdeen	SD	57401-2733
BH Services, Inc.	1600 Tinker Dr, Suite 203		Ellsworth AFB	SD	57706-4721
Huron Area Center for Independence	258 3rd Street SW		Huron	SD	57350-2403
OAHE, Inc.	P.O. Box 503		Pierre	SD	57501-0503
South Dakota Achieve	4100 South Western Avenue		Sioux Falls	SD	57105-6620
Volunteers of America, Dakotas	1309 W. 51Street		Sioux Falls	SD	57109-9306
The Orange Grove Center, Inc.	615 Derby Street		Chattanooga	TN	37404-1632
Progressive Directions, Inc.	1249 Paradise Hill Road		Clarksville	TN	37040-4114
Arc Knox County	3000 North Central St		Knoxville	TN	37917-5117
Goodwill Industries-Knoxville, Inc.	P.O. Box 11066		Knoxville	TN	37939-1066
Memphis Goodwill Industries, Inc.	6895 Stage Road		Memphis	TN	38133-3922
Austin Task, Inc.	11630 Arbor DOWNS RD.		Austin	TX	78748
Blue Solutions	1015 Norwood Park Blvd		Austin	TX	78753-6608
Enterprise Professional Services, Inc	7710 Rialto Blvd.	Ste 100	Austin	TX	78735
Professional Contract Services, Inc.	718 FM 1626 West Building 100		Austin	TX	78748-3820
Relief Enterprise, Inc.	P.O. Box 15088		Austin	TX	78761-5088
Goodwill Industries Industrial Contracts and Temporary Services, Inc.	P.O. Box 3963		Beaumont	TX	77704
Tri-County Mental Health/Mental Retardation Services	P.O. Box 3067		Conroe	TX	77305-3067
Goodwill Industries of South Texas	2961 S. Port Avenue		Corpus Christi	TX	78405-2098
Nueces County Mental Health Mental Retardation Community Ctr	1630 South Brownlee Blvd		Corpus Christi	TX	78404-3134
Rising Star Resource Development Corporation	2904 Floyd Street	Suite B	Dallas	TX	75204-5910
Let's Go To Work, Inc.	9611 Acer Ave		El Paso	TX	79925-6709

Source	Address Line 1	Address Line 2	City	State	Zip
SourceAmerica Nonprofit Agency (NPA)	Address Line 1	Address Line 2	City	State	Zip
ReadyOne Industries, Inc.	1414 Ability Dr		El Paso	TX	79936-6415
Expanco, Inc.	3005 Wichita Court		Fort Worth	TX	76140-1710
Goodwill Industrial Services of Fort Worth, Inc.	P.O. Box 15520		Fort Worth	TX	76119-0520
Arbor Products, Inc	5615B Savoy Drive		Houston	TX	77036
CRI Federal Services	3550 W. Dallas Street		Houston	TX	77019
On Our Own Services, Inc.	2310 McAllister Road		Houston	TX	77092-8025
Southeast Vocational Alliance, Inc.	13201 NW Freeway	Suite 800-25	Houston	TX	77040
MHMR Services for the Concho Valley	1501 West Beauregard Ave.		San Angelo	TX	76901-4004
Endeavors Unlimited, Inc.	535 Bandera Road		San Antonio	TX	78228
Goodwill Industries of San Antonio Contract Services	406 W. Commerce		San Antonio	TX	78207-3102
HHI Services Inc.	518 E. Ramsey, Suite 103		San Antonio	TX	78216-4661
Mavagi Enterprises, Inc.	5505 Grissom Rd., Suite 103		San Antonio	TX	78238-3038
South Texas Housing and Community Development Corp. Inc.	611 N. Flores, Suite 200		San Antonio	TX	78205-1133
Training, Rehabilitation, and Development Institute, Inc.	P.O. Box 1568		San Antonio	TX	78296-1568
World Technical Services, Inc.	4903 NW Industrial		San Antonio	TX	78238
Work Services Corporation	1343 Hattton Road		Wichita Falls	TX	76302
Pioneer Adult Rehab. Center, Davis County School District	485 PARC Circle		Clearfield	UT	84015-1720
EnableUtah	2640 Industrial Drive		Ogden	UT	84401
Community Foundation for the Disabled, Inc.	3495 South West Temple		Salt Lake City	UT	84115-4338
Linden Resources, Inc.	750 23rd Street S		Arlington	VA	22202-2420
WorkSource Enterprises	1311 Carlton Avenue		Charlottesville	VA	22902-5837
Rappahannock Goodwill Industries, Inc.	4701 Market St	Suite A	Fredericksburg	VA	22408
Able Forces, Inc	115 Chester Street Suite B		Front Royal	VA	22630-3389
VersAbility Resources, Inc.	2520 58th Street		Hampton	VA	23661-1228
Friendship Industries, Inc.	801 Friendship Drive		Harrisonburg	VA	22802-4566
Every Citizen Has Opportunities, Inc.	P. O. Box 2277		Leesburg	VA	20177-7611
Lynchburg Sheltered Industries, Inc.	P. O. Box 10905		Lynchburg	VA	24506-0905
Didlake, Inc.	8641 Breeden Avenue		Manassas	VA	20110-8413
Community Alternatives, Incorporated	863 Glenrock Road, Suite 200	Suite 200	Norfolk	VA	23502-3701
Louise W. Eggleston Center, Inc.	1161 Ingleside Road		Norfolk	VA	23502-5608
Servicesource, Inc.	10467 White Granite Drive		Oakton	VA	22124
Progressive Adult Rehabilitation Center, Inc.	P.O. Box 2085		Petersburg	VA	23804-1385
Portco, Inc.	800 Loudoun Ave		Portsmouth	VA	23707-4925
Goodwill Services, Inc.	6301 Midlothian Turnpike		Richmond	VA	23225-5707
Richmond Area Association for Retarded Citizens	3600 Saunders Ave		Richmond	VA	23227
Goodwill Industries of the Valleys, Inc.	PO Box 6159		Roanoke	VA	24017-0159
MVLE, Inc.	7420 Fullerton Rd.	Suite 110	Springfield	VA	22153-2836
Sara's Mentoring Center, Inc.	517 Central Drive		Virginia Beach	VA	23454-5228
NW Works, Inc.	3085 Shawnee Drive		Winchester	VA	22601-4205
Mount Rogers Community Services Board	255 George James Drive		Wytheville	VA	24382
Orion Career Works	1590 A St NE		Auburn	WA	98002
At Work!	1935 152nd Pl NE		Bellevue	WA	98007-4209
Cascade Connections	1611 N State St		Bellingham	WA	98225-4602
Lake Whatcom Residential and Treatment Center	609 North Shore Drive		Bellingham	WA	98226-4414
Peninsula Services	PO Box 5030		Bremerton	WA	98312-0464
Skookum Educational Programs	PO Box 5359		Bremerton	WA	98312
Asotin County Community Services (ACCS)	549 Fifth St, Suite A		Clarkston	WA	99403-1980
Columbia Industries	PO Box 7346		Kennewick	WA	99336-0617

SourceAmerica Nonprofit Agency (NPA)	Address Line 1	Address Line 2	City	State	Zip
New Leaf, Inc.	P.O. Box 943		Oak Harbor	WA	98277-0943
Morningside	P.O. Box 7936		Olympia	WA	98507-7936
Northwest Center	PO Box 80827	7272 West Marginal Way South	Seattle	WA	98108-0827
Provail	12550 Aurora Ave. N.	Headquarters and Office	Seattle	WA	98133-8036
Good Works, Inc.	130 E. Third Ave.		Spokane	WA	99202-1410
Skills'kin	4004 East Boone Ave		Spokane	WA	99202-4509
VADIS	1701 Elm Street		Sumner	WA	98390-2112
Lillie Rice Center, Inc.	2616 E. Isaacs Avenue		Walla Walla	WA	99362-2222
Yakima Specialties, Inc.	1819 West J Street		Yakima	WA	98902-1227
L. E. Phillips Career Development Center, Inc.	P.O. Box 600		Eau Claire	WI	54702-0600
Brooke Industries, Inc.	1257 Industrial Pkwy		Fond du Lac	WI	54937-2203
ASPIRO, Inc.	1673 Dousman Street		Green Bay	WI	54303
Goodwill Industries of Southeastern Wisconsin, Inc.	5400 S. 60th Street		Greendale	WI	53129
ORC Industries, Inc.	2700 Commerce Street		La Crosse	WI	54603-1705
Madison Area Rehabilitation Centers, Inc.	901 Post Road		Madison	WI	53713-3260
Opportunities Incorporated of Jefferson County	930 Stewart Street		Madison	WI	53713
Easter Seals Southeast Wisconsin, Inc.	2222 S. 114th Street		West Allis	WI	53227
ODC Government Services, Inc.	1191 Huntington Avenue		Wisconsin Rapids	WI	54494-6364
Job Squad, Inc.	102 Second Street		Bridgeport	WV	26330-0000
Buckhannon-Upshur Work Adjustment Center, Inc.	211 Little Sand Run Road		Buckhannon	WV	26201-4826
Goodwill Industries of Kanawha Valley	215 Virginia Street, West		Charleston	WV	25302-2210
The Sheltered Workshop of Nicholas County, Inc.	16840 Webster Road		Craigsville	WV	26205-0730
Prestera Center for Mental Health Services, Inc.	3375 U.S. Route 60 East		Huntington	WV	25705-0069
PACE Enterprises of West Virginia, Inc.	889 Mylan Park Lane		Morgantown	WV	26501
Integrated Resources, Inc.	P.O. Box 835		Mullens	WV	25882-0835
SW Resources, Inc.	1007 Mary Street		Parkersburg	WV	26101-5223
Gateway Industries, Inc.	787 Edgar Ave		Ronceverte	WV	24970-1488
Hancock County Sheltered Workshop, Inc.	1100 Pennsylvania Avenue		Weirton	WV	26062-3338
Russell Nesbitt Services, Inc.	431 Fulton Street		Wheeling	WV	26003-6531
Northwest Community Action Programs of Wyoming, Inc.	PO Box 51248		Casper	WY	82605-1248
Magic City Enterprises, Inc.	1780 Westland Rd.		Cheyenne	WY	82001-3322

SourceAmerica - CNA Fees by State (Based on Location of NPAs)

State	FY 2016
AK	\$368,526.28
AL	\$1,566,212.84
AR	\$193,776.14
AZ	\$982,580.90
CA	\$10,457,100.31
CO	\$728,179.53
CT	\$1,179,201.72
DC	\$419,141.94
DE	\$77,849.93
FL	\$7,170,204.19
GA	\$1,867,265.21
GU	\$234,166.43
HI	\$656,338.28
IA	\$94,299.87
ID	\$1,077,466.16
IL	\$1,112,111.40
IN	\$869,669.72
KS	\$443,691.35
KY	\$787,110.35
LA	\$316,820.65
MA	\$707,340.39
MD	\$5,951,955.51
ME	\$123,337.39
MI	\$5,977,176.01
MN	\$902,805.34
MO	\$354,454.14
MS	\$381,787.69
MT	\$34,190.41
NC	\$2,185,532.58
ND	\$128,510.43
NE	\$138,324.15
NJ	\$624,796.93
NM	\$555,651.73
NV	\$280,297.63
NY	\$3,953,522.99
OH	\$1,058,933.28
OK	\$489,402.06
OR	\$505,392.62
PA	\$2,230,656.71
RI	\$110,178.73
SC	\$532,750.18
SD	\$244,932.67
TN	\$208,824.29

SourceAmerica - CNA Fees by State (Based on Location of NPAs)

TX	\$9,383,019.45
UT	\$299,947.70
VA	\$8,939,211.98
WA	\$3,697,391.62
WI	\$1,357,288.34
WV	\$404,483.31
WY	\$72,897.81
FY 2016 Total	\$82,436,707.27