

## FINAL MINUTES

### COMMITTEE FOR PURCHASE FROM PEOPLE WHO ARE BLIND OR SEVERELY DISABLED

Thursday, July 12, 2007  
9:00 am – 1:00 pm

Mr. Andrew Houghton, Committee Chairperson, called the meeting to order at 9:02 am. In accordance with Committee practice, he asked attendees to introduce themselves.

#### **I. Swearing-In Ceremony/Awards Presentations**

Mr. Houghton announced that several members of the Committee and the Committee staff would be retiring and this would be their last Committee meeting. He said Dr. W. Roy Grizzard, Department of Labor, has resigned and could not attend today's meeting. Ms. Karen Czarnecki will be the Acting Assistant Secretary until a replacement is named.

President George W. Bush has appointed five new members to the Committee. They are: Kathleen James, representing the Department of Air Force; Paul Laird, representing the Department of Justice; Patrick Leahy, representing the Department of Commerce; RADM Alan Thompson, representing the Department of the Navy; and Edward Walters, representing the Department of the Army. Additionally, Mr. James Omvig has been reappointed to the Committee for a second term. Mr. Houghton administered the Oath of Office to the new members and welcomed them to the Committee.

Mr. Houghton presented Ben Lindsay, Office of Presidential Personnel, with a Committee coin as a token of appreciation. Mr. Lindsay has done an outstanding job of facilitating several new Committee members' appointments during the past year.

After the swearing-in ceremony, Mr. Houghton honored the retirees. First, he recognized Dorothy Hindman with the 2007 AbilityOne Valuable Liaison Award. Ms. Hindman served as the Army AbilityOne Liaison from 2003 through 2007. She, along with Committee member Sandra Sieber, was instrumental in ensuring inclusion of the JWOD Act in the Army's office supplies Blanket Purchase Agreement. The Army made distributing AbilityOne products a non-negotiable requirement of the contract.

Ms. Hindman was a strong supporter of the Base Supply Center Program. She aggressively supported the sale of AbilityOne products through numerous BSCs on Army installations. Ms. Hindman was also very active in the Pentagon's National Disability Employee Awareness month events.

Ms. Hindman was given tokens of appreciation from Jim Gibbons, President and CEO/National Industries for the Blind (NIB) and Robert Chamberlin, President and CEO, NISH who spent a lot of time with Ms. Sieber and Ms. Hindman on the road.

Secondly, Mr. Houghton recognized Sheryl Kennerly for her 13 years of service to the AbilityOne program. Ms. Kennerly served in several capacities during her career at the Committee. She began as a Compliance Analyst, and then served as the Director of Research, before being named Director of Information Management and Pricing. Ms. Kennerly facilitated the development of the first Committee Strategic Plan, implemented the first electronic voting system and led the new Procurement List Information Management System as well as many other accomplishments. Mr. Houghton said that Ms. Kennerly has been an invaluable resource and will be greatly missed. Mr. Gibbons and Kevin Lynch, Senior Vice President/NIB, honored Ms. Kennerly for all of her assistance with the NIB team. Mr. Chamberlin presented Ms. Kennerly with the NISH President's Award and thanked her for all her hard work and dedication, especially to the electronic packaging process that will streamline additions and deletions.

Next, G. John Heyer, Committee Counsel was honored after serving 21 years with the AbilityOne Program. Mr. Heyer began working with the program in 1986, as legal counsel from the General Services Administration. In 1990 he joined the Committee staff full-time. Mr. Heyer played a key role as drafter and legal adviser in a complete rewriting of the Committee's regulations. Mr. Heyer has been instrumental during reconsiderations and litigations over the years. Mr. Heyer's legal expertise, insight, and judgment will be greatly missed. Mr. Houghton presented Mr. Heyer with a coin box and an official commemorative coin. The heads of NISH and the National Industries for the Blind (NIB) also made presentations to Mr. Heyer.

Finally, Leon A. Wilson, Jr., Executive Director, was honored for his service to the AbilityOne program for the past seven years. During Mr. Wilson's tenure the number of jobs provided to people who are blind or have other severe disabilities increased from 36,000 to 48,000 and hourly wages went from \$7.56 to nearly \$10.00. Mr. Wilson's leadership capabilities were instrumental in developing the Committee's position on Accountability Standards and providing guidance for collaboration and program improvement, including the adoption of the first program-wide Strategic Plan.

Mr. Houghton personally thanked Mr. Wilson for his mentorship and contributions to the United States as a retired Brigadier General of the U.S. Air Force. Mr. Houghton presented Mr. Wilson with the number one JWOD coin.

Mr. Gibbons and Mr. Chamberlin both shared stories of their relationship with Mr. Wilson and presented him with items of appreciation. Ellen Brown, Goodwill Industries, and Sherri S. Hungate, Goodwill of South Florida, both presented Mr. Wilson with a portrait.

Mr. Houghton said a memorandum would be sent to the Central Nonprofit Agencies outlining the transition and the next steps to seek a replacement for Mr. Wilson. A selection committee will be formed in the next three to four months and the position may be filled in the next six months. In the interim, Patrick Rowe will be the Acting Executive Director. Mr. Houghton said that he will keep the nonprofit agencies informed and ease any concerns regarding the continuity of leadership.

## **II. Consideration of Minutes – April 30, 2007**

Mr. Houghton asked Ms. Angela Phifer, Committee Executive Assistant, if there were any changes to the April 30, 2007 minutes. She said that there were no changes. Mr. Robert Kelly, Private Citizen, made a motion that the minutes be accepted. His motion received a second from Felipe Mendoza, General Services Administration representative. The minutes were adopted by unanimous vote.

## **III. Update on Accountability Standards Rulemaking**

Mr. Leon Wilson, Executive Director, gave a report on the CNA/NPA Accountability Standards Rulemaking. Mr. Wilson said the proposed rulemaking was sent to the Office of Management and Budget (OMB) and it was sent back to the Committee. He said OMB has some minor adjustments they would like made. Once those adjustments have been made, the rulemaking will be sent back to OMB by the end of July or August. Following approval, the rulemaking will be published in the Federal Register for public comment.

With support from OMB, Mr. Wilson hopes that the Committee will have regulatory ground rules for nonprofit agency behaviors and executive compensation.

Mr. Wilson said the new members will be given more in-depth information on this process. The rulemaking will be run back through to the Governance Subcommittee for one last check and the Committee will be updated during the next meeting.

## **IV. Litigation Update**

Mr. John Heyer, Committee Counsel, reported on the Committee's current litigation. The Committee is currently involved in three lawsuits. The first is with Nutech Laundry and Textiles, Inc., over laundry service at the Bethesda Naval Hospital. The Committee's decision to delete the service from the Procurement List will be announced in the Federal Register this Friday. Mr. Heyer said that a court hearing is scheduled for next Wednesday.

The second lawsuit involves ARC Diversified, regarding its bankruptcy and a pricing determination by the Committee on one of its products, export vegetable oil. The Committee, the purchasing office at the U.S. Department of Agriculture, and the U.S. Agency for International Development, which uses the oil in food aid programs, agreed to a six-month temporary pricing arrangement during which the Committee will conduct a new price impasse procedure. This morning the Declaration of Impasse was received by the Committee.

The third lawsuit involves Platte River Industries (PRI) suing the Committee over an Impasse appeal decision on the price for janitorial services at the Cesar Chavez Building in Denver, Colorado. PRI is currently performing the contract at the new price under protest, on a series of monthly contracts. The Committee will file an answer to PRI's allegations and the judge is considering arguments on PRI's motion for a preliminary injunction against the price the Committee set. Mr. Houghton asked what the price is and was told that it is \$1.28 per square foot.

## **V. Briefing on AbilityOne Compliance Manual**

Mr. Lou Bartalot, Committee staff, reported on the progress made by the Planning and Evaluation (P&E) Subcommittee on revising the compliance manual. Mr. Bartalot stated that the manual is not a change of policy and hopes to clear up some of the misunderstandings regarding it.

Mr. Wilson explained that there has been some confusion among some nonprofit agencies regarding the requirements for documentation and the definition of severely disabled. ReadyOne, a nonprofit agency in El Paso, Texas had some serious documentation issues including alleged falsification of documents. Mr. Wilson said the manual was meant to give the nonprofit agencies a clearer understanding of the existing regulations to help them make better documentation decisions.

Mr. Wilson went on to say that if there is no objection, the manual will be posted on the Committee's website as a living document. If any changes or adjustments are needed, they can be made easily.

Mr. Chamberlin said he believes it is a great idea to post the manual on the web. He said to say that some people thought that there was not a change is an understatement. He experienced an outcry of public concern. He said many, not all, of the CRPs would experience a financial impact.

Mr. Houghton asked Mr. Bartalot to synopsise his interpretation on how this all began. Mr. Bartalot said that this process started in the spring of 2005 after Steve Maguire, former Compliance Manager, made an agency visit. The agency complained to NISH that the Committee staff was doing something different. After looking over the complaint, Mr. Bartalot realized that the Committee had not changed the way that it was doing compliance or what it expected the documentation to look like, but that the nonprofits did not have any written guidance to help them understand the regulations.

At one time the Committee visited each nonprofit agency every other year and it was possible to refresh the nonprofit's understanding of the requirements. Due to the increase in the number of nonprofit agencies, they are not visited frequently and as a result nonprofits can develop misunderstanding of what the Committee requires. The internal compliance manual was not very detailed, so Mr. Bartalot decided that the agencies should be given more guidance because in any given year, maybe 30 percent of the agencies were out of compliance, so there was obviously some confusion in the field about the requirements.

Mr. Bartalot shared his concerns with the P&E subcommittee and it was agreed that adjustments were needed. In November 2005, the subcommittee members met with NIB, NISH and some of the nonprofit agencies who were considered good models that followed proper procedures. He said the initial thought was to come up with a Best Practices process that other agencies could look at and adopt. The subcommittee rejected that idea and decided that a manual should be written. Over 2006, the manual was developed and sent out for comment by some of the agencies. Comments were received, changes made and the manual sent out again for additional review. He said since there was no negative feedback and everyone seemed to be in agreement, the subcommittee believes it is ready to go out on the web.

Mr. Houghton shared feedback he received, and said this is a change that is causing undue financial burden. He said primarily, there is confusion about the rollout and how it is being communicated. Mr. Houghton also asked if the Committee would be auditing. Mr. Bartalot clarified that there is no rollout because the manual doesn't reflect anything being done differently. He said that the one change is that the regulations require the nonprofits agencies to have an evaluation process. This annual report states whether or not the individual is capable of engaging in normal competitive employment.

Mr. Wilson said 75 percent of the direct labor hours must be performed by people who are qualified as blind or severely disabled. He said if this documentation has been improper, then the certification has also been improper. Mr. Wilson said that this has been the regulation for a long time and the Committee cannot afford any more misrepresentation of documents. Mr. Bartalot said that most agencies are following proper procedures, but some have trouble getting the proper documentation.

Ms. Kathleen James, Department of the Air Force, asked for clarification regarding the use of the NISH form that was mentioned in the paper. Mr. Bartalot responded that the Committee will no longer accept the NISH form as proof, but the form still has some use. Mr. Wilson said there has to be more credibility than just checking a box "is" or "is not" competitively employable. He said the Committee is helping the presidents and CEOs who are certifying the 403 and 404 forms.

Mr. Houghton asked for more explanation on the issue of a rollout plan and he wanted to know whether or not NISH would be conducting the training. He suggested that the manual be prefaced with a document that articulates the new compliance process. Mr. Bartalot said the manual addresses what is done during a compliance visit, but does not

address the oversight of the compliance process. He said that issue is being discussed by the Governance Subcommittee. Mr. Bartalot restated that there is no rollout because the process is the same one that has been used over a number of years.

Dr. Ed Anthony, Department of Education, asked if what the Governance subcommittee and the full Committee looks at will cause confusion. Mr. Wilson said it should not cause any confusion because the manual is an attempt for the Committee to help the nonprofit agencies and to let them know what is done during compliance visits. The manual should be used as a tool to help the agencies validate their numbers and make them more confident in certifying numbers that are accurate. Mr. Bartalot sees the Governance subcommittee being concerned with how visits are conducted, how frequently, who visits, etc.

Mr. Jim Gibbons, NIB, recommended that the change that is taking place involves education and tools. He said that it is an excellent improvement in defining what is required and the notion of a rollout should be seen as positive. Mr. Chamberlin commented about the importance of the manual. He said NISH has already conducted six training sessions throughout their regions.

Mr. Wilson said a lot of work has already been done and that the Committee staff is happy to work with the CNAs. He said the staff is asking for the Committee's approval to put the manual out on the web. Mr. Kelly asked if the medical documentation has to be done by a licensed provider such as occupational specialist. Mr. Bartalot responded that it should be someone who is licensed in that state because requirements shift from state to state. Mr. Wilson responded that the regulations specifically say that the person has to be certified by the state and Mr. Bartalot stated that the requirement is discussed in the manual.

Mr. Houghton stated that the manual could use some kind of preamble with a list of upcoming training. It was decided by unanimous vote that the manual will be posted on the Committee's website.

## **VI. Briefing on FY '08 CNA Fee Determination**

Mr. Leon Wilson, Executive Director gave some background on how the CNA Fee is determined. He said annually the Committee establishes a ceiling for the fee the CNAs collect from the nonprofit agencies, which is a percentage of total sales on AbilityOne projects. Traditionally, the fee stayed at the four percent level until the Finance and Information Management subcommittee headed by RADM Dan McCarthy (and later by RADM Dan Stone) determined that a more rigorous, outcome-based process should be used to determine the ceiling.

The subcommittee established some ground rules that would measure outcomes, and those outcomes were tied to the Committee's Strategic Plan. One of the key outcomes is employment for people who are blind or severely disabled. He said over the last two years the Committee has gotten more involved and brought more rigor to the fee determination process. The CNAs are providing more information to justify their requested fee.

Mr. Wilson said that this is not an attempt to micromanage, but the Committee has to look at the CNA budgets to determine a reasonable fee ceiling to support the initiatives that are tied to the Strategic Plan. In 2006, the Committee approved a fee ceiling slightly less than four percent (this was the first time a different fee was approved). The CNAs were also given Strategic Budgetary Guidance in December, to help formulate their budgets. Mr. Wilson said the process has certainly evolved since the days of the automatic four percent.

Mr. Tony Poleo, Department of Defense, has agreed to Chair the Finance and Information Management Subcommittee. He said the priorities in determining resource allocation were simple: create, maintain, and improve the quality of jobs.

NIB and NISH presented their business plans to the subcommittee. NIB asked for 4.05 percent and the subcommittee recommended 3.83 percent. NISH asked for 3.9 percent and the subcommittee recommended 3.75. It was agreed that the 2007 levels should be maintained. Mr. Poleo said that the Committee is not trying to overstep the bounds of jurisdiction that the CNA Boards hold. He said the role of the Committee is to oversee the program and ensure that the nonprofits are doing well.

Mr. Houghton reminded everyone that the subcommittee does not act as a rubber stamp. He said now that the subcommittee has taken a more scientific approach, the CNAs should get more comfortable with being asked questions about their business plans. Mr. Houghton commented that Mr. Poleo and Mr. Henke did an amazing job and the subcommittee is ready to go to the next level and the revision of the strategic plan should make things easier. He said he concurs with the subcommittee's recommendation to keep the fees at the 2007 levels.

Ms. Kathleen James, Air Force, asked if the CNAs have an opportunity to provide additional justification for their fee percentage requests. Mr. Wilson said a special vote letter will be drafted and the CNAs have an opportunity to voice their concerns. Their comments will go to the Committee members before they vote YES or NO. If there are enough NO votes, the issue will be referred back to the subcommittee for a different recommendation and the process will be repeated.

Mr. Poleo said the next issue for the subcommittee will be working on a more streamlined process and a revised schedule for the CNA budgets and fees. Mr. Wilson said the subcommittee will be looking at keeping the same fee ceiling for a minimum of two years. Mr. Poleo then gave Mr. Chamberlin and Mr. Gibbons an opportunity to speak.

Mr. Gibbons said as there is increased competition in the marketplace, there is a need for the fee to increase. He said he has three concerns, sustain, create and maintain. He said there will be cutbacks in the upward mobility program, but NIB will not eliminate the Business Leaders Program. The resources to support the launch and marketing of the new AbilityOne name change will be cut.

He asked the Committee to reconsider that the recommendation be changed to 4 percent or 4.05 percent so that NIB can continue their business plan and operations that are in alignment with the Committee's Strategic Plan.

Mr. Gibbons mentioned that the Administration Memorandum No. 11 makes it quite clear that "the fee is paid by the nonprofit agencies to their CNAs," and that "the fee is not a markup on the fair market price." Therefore, a change in the fee ceiling should not affect the Fair Market Price.

When the Committee approved a 3.83 percent fee ceiling for FY 2007 (first time below 4 percent), the intent was that the nonprofit agencies will keep the difference to better serve their blind employees. However, as an unintended consequence, the reduced fee ceiling has increased the administrative burden on the nonprofit agencies and their CNAs, while creating a great deal of confusion in the system, with many contracting officers demanding a corresponding reduction in the FMP during price negotiations. As a result, the reduced amount is being lost to the entire program, since neither the CNAs nor the nonprofit agencies can keep it, while their administrative costs have gone up.

Based on ongoing structural changes in the federal procurement system as well as the JWOD program require both NIB and associated nonprofit agencies to commit more resources – not less -- for sustaining existing and creating additional employment opportunities. Based on our best projections, we requested a new Fee Ceiling of 4.05 percent for FY 2008. This new ceiling request would still require a contribution from NIB reserves of \$1.4 million – an investment that the Board is prepared to make.

The impact of new fee ceiling will require an additional \$986,000 to be cut from NIB's budget. The reduced funding would mean substantially decreased resources with which to accomplish program goals and mission, and the likelihood that certain innovative and ground-breaking programs such as the Business Leaders Program, will have to be reduced which will impact future employment growth. Reduced resources will also impact other new job creation strategies.

Based on all these reasons, Mr. Gibbons asked the Committee to vote for a ceiling of 4.05 percent that NIB requested, or at least the traditional 4 percent rather than the 3.83 percent being recommended by the Finance Subcommittee.

Mr. Chamberlin said he agrees that the Committee has oversight when ensuring the program's targets and objectives are met. He congratulated Mr. Poleo and the subcommittee on doing a good job and said he agreed with his philosophy.



Mr. Chamberlin asked that the letter from NISH be attached to the special vote letter. Mr. Wilson assured him that the CNAs comments would be attached.

Mr. Chamberlin presented some of the highlights of the letter. He said NISH is facing the most challenging environment ever. Last year, for the first time ever, NISH experienced a reduction in sales (2%) in direct labor hours. This year sales will be down over six percent. The reason for this reduction is because the world is changing and 40 percent of service contracts were cut. The government cutbacks have caused significant reductions. He discussed the commissary stock shelving and fleet management projects. The fee cut from four percent to 3.75 percent will affect new business.

In 2007, NISH business standards were cut across business lines. The implementation of new business lines will have to be cut because NISH will be unable to use commercial experts to set up best practices. The rollout and marketing of the new AbilityOne name will be cut significantly. NISH is also experiencing a hiring freeze. Mr. Chamberlin stated that the fee cut has already made a dramatic impact and the outlook for 2008 is bleak.

Mr. Kelly asked if there will be a separate vote. Mr. Houghton said there will be one vote for NISH and one vote for NIB. Mr. Poleo thanked the CNAs for their comments and said they would definitely be included with the vote letter. Mr. Wilson said the staff would make comments on the CNAs comments. Mr. Gibbons said that the CNAs didn't have an opportunity to validate or defend their comments. Mr. Poleo said there would be no back and forth. Mr. Rowe said the Committee staff has everything that is needed because it is self-explanatory.

Mr. Poleo said the subcommittee is empowered to make decisions because the full Committee does not have time to hear everything. Mr. Rowe reminded everyone that there is a "more information needed" option and a "call for discussion" option. Mr. Wilson added that as a Federal agency, it is the Committee's fiduciary responsibility to fulfill its oversight. Once they believe that no further information is needed, the Committee will sit down and make a decision.

After more discussion, the Committee agreed that it would accept a final written statement from the CNAs. They were given 10 days to provide impact statements.

Mr. Houghton asked the new Committee members which subcommittee they were interested in. Ms. James said she volunteered to join Governance and Mr. Laird and Mr. Leahy said they could discuss where there is a need for more members.

## **VII. 2006 Annual Report – Legislative Initiatives**

Mr. Leon Wilson, Executive Director, read the recommended language for the 2005-2006 Annual Report. He said the report would be electronically submitted to Congress and would also be posted on the Committee website.

It was agreed that the Ad Hoc Subcommittee would be reconstituted to draft proposed legislative changes, pending approval from the Office of Management and Budget.

The recommended language was approved by the Committee members by unanimous vote.

## **VIII. Subcommittee Reports**

### **Business Development**

Mr. Felipe Mendoza, Chair of the Business Development Subcommittee, said they met on June 14<sup>th</sup> and their primary agenda item was the collaborative business plans and partners. He said James House, Department of Agriculture, recently incorporated the USDA's AbilityOne Program goals into USDA Departmental Regulation.

Next, the subcommittee discussed the AbilityOne Brand Identity. He said the rollout is going quite well and print ads are running on the back cover of MarkeTips. Since AbilityOne coins are in development, Committee members are encouraged to distribute AbilityOne lapel pins. The guidelines on the use of the logo will be distributed when available.

Finally, Mr. Mendoza reported on the establishment of a Speakers Bureau Intranet site for Committee members. The site will feature presentations, speeches media fact sheets, program messages and other relevant materials for the Committee members' use in fulfillment of their duties. Ms. LaWanda York, Committee staff, will be heading this effort.

Mr. House made comments about the NISH/NIB marketing efforts and said coordination is needed from inside. Mr. House reissued and revised the small business goal and Lisa Brown, USDA AbilityOne Liaison, is leading the revision and getting it to various agencies for their approval. Ms. Brown said it took about nine months to get all the comments back and signed off by all parties. She mentioned that another difference between USDA and other agencies, is that each "sub-agency" has their own AbilityOne liaison appointed by their administrator or his/her designee. The liaisons have held their first meeting and have scheduled training for December.

Mr. Gibbons acknowledged the Business Development subcommittee and the work they are doing with USDA. He said NIB fully embraces this initiative. Mr. House said the small business program will suffer if there is not a structure in place.

### **Governance**

Dr. Ed Anthony, Chair of the Governance subcommittee, reported on the meeting held on June 14<sup>th</sup>. He said there were two agenda items: the accountability standards rule and a discussion on compliance and oversight. He said the subcommittee reviewed the possible approaches that could be taken based on the GAO Report. The subcommittee looked at

several models and decided to come up with a hybrid. It was agreed that there should be some clarification on Lee Wilson's letter regarding Compliance. The next meeting will be scheduled for August 9<sup>th</sup>.

## **IX. CNA Reports**

### **NISH**

Mr. Robert Chamberlin, President/CEO, NISH complimented the Committee staff and Pat Rowe for their support in helping NISH venture into new business lines. Mr. Chamberlin said two of the new business lines will be fleet management and secured mailrooms for the Office of Homeland Security.

Mr. Chamberlin made a comment on the impact of small business. He said it is a significant issue and will have a potential impact on the program. He said the increase in numbers is tougher on government agencies. Mr. Mendoza said the Senate agreed to a gradual increase from 23 percent to 30 percent over a three year period.

Mr. Chamberlin also discussed the streamlining of Procurement List additions. He said NISH is trying to meet customer requirements quickly. He also mentioned the secure document destruction project found on the Federal Supply Schedule.

Finally, Mr. Chamberlin said NISH, NIB, and the Committee are continuing to make progress on the development of standards for the new AbilityOne logo.

### **NIB**

Mr. James Gibbons, President & CEO, National Industries for the Blind (NIB), said the 2007 NIB Annual Training Conference will be held November 14-17 in Chicago, Illinois. He said there will be a Board Governance component and the launch of the AbilityOne name. There will be emphasis on how to utilize marketing material for the new name.

Mr. Gibbons also discussed the document management project that will employ six to eight people who are blind. This project will help to build the pipeline and test NIB's ability to evaluate capabilities in three locations.

## **X. Executive Director's Comments/New Business**

Mr. Leon Wilson, Executive Director, deferred any comments and new business to the Acting Executive Director, Patrick Rowe. Mr. Rowe said he looks forward to working with the Committee members and the executives of NIB and NISH.

After determining there was no further business, Mr. Houghton adjourned the meeting at 12:30 pm and went into an Executive Session.

## **List of Attendees – July 12, 2007**

### **Committee Members**

Ed Anthony	Department of Education
James House	Department of Agriculture
Andrew Houghton	Private Citizen
Kathleen James	Army
Robert Kelly	Private Citizen
Paul Laird	Department of Justice/UNICOR
Patrick Leahy	Department of Commerce
Felipe Mendoza	General Services Administration
J. Anthony Poleo	Defense Logistics Agency
Alan Thompson	Department of the Navy

### **Committee Staff**

Lou Bartalot  
Patricia Briscoe  
Robert Hartt  
John Heyer  
Stephanie Hillmon  
Sheryl Kennerly  
Stephanie Lesko  
Barry Lineback  
Dennis Lockard  
Connie Mehr  
Angela Phifer  
Patrick Rowe  
Joan Smith  
Leon Wilson  
LaWanda York  
Kimberly Zeich

### **NISH**

Robert Chamberlin  
Dennis Fields  
Elizabeth Goodman  
Larry Jones  
Barbara Van Allen

### **NIB**

Steve Brice  
James Gibbons  
Angela Hartley  
Kevin Lynch  
Arun Shimpi

**List of Attendees – July 12, 2007 (Continued)**

**Government Representatives/Staffers**

Lisa Brown	Department of Agriculture
Karen Czarnecki	Department of Labor
Patricia Cleveland	Defense Logistics Agency
Aaron Collmann	General Services Administration
Eduardo Coronel	Department of Labor
Randall Culpepper	Department of the Air Force
Dorothy Hindman	Department of the Army
Cynthia Maltby	Office of Management and Budget
Mark Opilla	Department of the Navy
Nancy Skaggs	Department of Labor

**Others**

Ellen Brown	Goodwill Industries International
Estela Diaz	USDA/APHIS
Sherrri Scyphers Hungate	Goodwill Industries of South Florida, Inc.
John Kemp	ACCSES
Stephen Patterson	SABVI/NAEPB
David Roberts	ACCSES/DSPA
Barry Spiegel	SOC Enterprises
Lauren White	Oklahoma League for the Blind/NAEPB