

FINAL MINUTES

COMMITTEE FOR PURCHASE FROM PEOPLE WHO ARE BLIND OR SEVERELY DISABLED

Thursday, March 8, 2007
9:00 am – 1:00 pm

Mr. Andrew Houghton, Committee Chairperson, called the meeting to order at 9:05 am. In accordance with Committee practice, he asked attendees to introduce themselves.

I. Swearing-In Ceremony/Awards Presentations

Mr. Houghton announced that President George W. Bush has appointed J. Anthony Poleo as a member of the Committee representing the Department of Defense. Mr. Houghton administered the Oath of Office to Mr. Poleo and welcomed him to the Committee.

Admiral Dan Stone was honored by the Committee, National Industries for the Blind, and NISH. Mr. Houghton said that Admiral Stone was appointed in June 2005 by President Bush to serve as the Department of the Navy representative. During his time as a member, Admiral Stone chaired the Finance and Information Management Subcommittee and also served on the Executive Subcommittee. Admiral Stone was instrumental in developing the Committee's position on the CNA Fee by analyzing the fee ceiling process and providing guidance for collaboration and improvement. He also evaluated the CNA budgeting process and formulated objectives and measures for the current AbilityOne Program Strategic Plan.

Mr. Houghton commented that the Navy is one of AbilityOne's largest customers and during Fiscal Year 2006 had nearly \$257 million dollars in direct JWOD contracts. In addition, the Navy buys millions of dollars of JWOD-manufactured clothing and equipment through the Defense Supply Center Philadelphia. Admiral Stone has supported the sale of AbilityOne products through numerous SERVMARTs on Navy installations.

Mr. Houghton presented Admiral Stone with a coaster set and an official commemorative coin. The heads of NISH and the National Industries for the Blind (NIB) also made presentations to Admiral Stone.

II. Consideration of Minutes – January 11, 2007

Mr. Houghton asked Ms. Angela Phifer, Committee Executive Assistant, if there were any changes to the January 11, 2007 minutes. She said that there were no changes. Mr. James Omvig, Vice Chairperson, made a motion that the minutes be accepted. His motion received a second from Mr. Felipe Mendoza, General Services Administration representative. The minutes were adopted by unanimous vote.

III. Presentations

ReadyOne Industries – El Paso, TX

Mr. Leonard Goodman, Chairman of the Board, spoke on behalf of ReadyOne Industries. He said it has been one year since ReadyOne made an appearance before the Committee. Mr. Goodman reviewed the Compliance Plan that ReadyOne has been following which included: a new review of all employee disabilities, implementation of strict controls on all documentation designed to exceed standards, the recruitment of experienced HR professionals, adoption of new training standards for all supervisors and managers, and increased Board and senior management involvement and oversight. He said these actions will allow ReadyOne to be in full compliance in 2007.

Mr. Goodman also talked about the restructuring of business units. He said ReadyOne has a new Board with extensive community and non-profit service. Paloma Industries will house non-JWOD employees and subcontracts. He went on to say that layoffs have totaled 1,350 workers, but all the severely disabled workers have been protected and have been retrained where necessary.

Mr. Goodman reported that the first quarter of FY 2007 resulted in a 77.27 percent agency ratio and a 79.52 percent JWOD ratio. He said the ratio is tracked on a daily basis. To date, the second quarter numbers are 78.2 percent for agency and 80.2 percent for JWOD. NISH is scheduled to make a compliance visit later this month.

Mr. Goodman thanked Mr. Wilson and the Committee for their thorough review of all issues and for giving ReadyOne a second chance. Mr. Robert Chamberlin, President/CEO, NISH said that the management of ReadyOne has gone through the proper compliance training. Dr. Roy Grizzard, Department of Labor, asked if ReadyOne was still producing the chemical warfare uniform and if they were able to fulfill their quota. Mr. Goodman answered in the affirmative.

Mr. Wilson asked if the other agencies could follow the model developed by ReadyOne to track their ratios on a daily basis. Mr. Bartalot said it is done by a costly, computerized labor tracking system. Mr. Omvig asked how long ReadyOne has been in compliance. Mr. Goodman responded that they have been in compliance since October 1, 2006. Mr. Houghton was interested in hearing how it was done. Mr. Goodman said adjustments in personnel made a major difference. Dr. Grizzard made a suggestion to contact the reporters who have written negative stories in the past, so that they can focus on ReadyOne's positive accomplishments. Mr. Houghton said the Committee staff will schedule another visit to ReadyOne to verify how successful their compliance plan is.

Southeastern Kentucky Rehabilitation Industries – Corbin, KY

Mr. Norm Bradley, Interim Executive Director and James Norvell, Board Chair, presented on behalf of Southeastern Kentucky Rehabilitation Industries (SEKRI). Mr. Bradley said the former Executive Director, Tom Fields, retired on January 23, 2007. Mr. Fields came before the Committee last November and Mr. Bradley thanked the Committee for giving SEKRI the opportunity to come back to give an update of their progress.

Mr. Bradley said that as of October 1, 2006, SEKRI had 394 severely disabled direct labor associates working on JWOD contracts. During the first quarter of fiscal year 2007, 12 severely disabled associates were added bringing that number to 406 by the end of the first quarter. He said for the first quarter of 2007, the severely disabled direct labor ratio was 75.06 percent agency wide and 76.16 percent on JWOD contracts.

During fiscal year 2006, SEKRI reported a first quarter severely disabled ratio of 55 percent. Their ratio climbed to 66.16 percent for the second quarter of 2006 and then rose to 72.71 percent for the third quarter of FY 2006. By the end of the fourth quarter of fiscal year 2006, SEKRI's severely disabled direct labor ratio had risen back above the JWOD threshold to 76.52 percent. He said SEKRI's recovery was made possible by developing a successful plan of action with invaluable assistance from NISH.

Mr. Bradley went on to say that SEKRI currently has 364 severely disabled associates working on JWOD contracts. SEKRI has been maintaining a ratio of 75 percent or better for the second quarter of 2007. He explained that there has been some voluntary turnover which has forced the ratio to fall slightly below 75 percent for the quarter to date.

Mr. Chamberlin stated that SEKRI came to NISH and asked for assistance. Since that time, NISH has made four visits to SEKRI to check on compliance, and they are scheduled to visit again soon. Mr. Chamberlin said they are properly documenting their employee files and are dedicated to the AbilityOne Program.

Admiral Dan Stone, Department of the Navy, said he visited SEKRI about a year ago. He said that Kentucky has faced some tough economic times and asked if there were an ideal number SEKRI is aiming for. Mr. Bradley said SEKRI's goal is 80 percent so that they are able to withstand their turnover issues.

Dr. Edward Anthony, Department of Education, asked what strategies SEKRI is using for retention of employees. Mr. Bradley said turnover is an ongoing problem, so they have implemented an exit interview system to try to determine the reasons why employees leave. Mr. Tony Poleo, DLA representative, described the turbulence involved with military requirements. He said it is high risk and factors must be considered when doing this type of work. Mr. Houghton asked if there is similar turnover among the non-disabled workforce. Mr. Bradley responded in the affirmative. Mr. Wilson advised SEKRI that it would be unacceptable if they fell below ratio again.

Mr. Jim Gibbons introduced the next three NIB agencies and summarized the overall situation with the Army Combat Uniform (ACU). He stated that all three agencies were well run, solid organizations with established records of performance and dedication to the mission of providing employment opportunities to the blind. He suggested that the problems experienced by the agencies in producing the ACU needed to be evaluated in light of the emphasis on growing jobs. He suggested that by placing so much emphasis on job growth and measuring success based on this, that there were unpleasant, unintended consequences that resulted in the three agencies having to appear before the Committee. He recommended that the Committee take a second look at what was trying to be accomplished.

Raleigh Lions Clinic for the Blind – Raleigh, North Carolina

Ms. Janet Griffey, President, presented on behalf of Raleigh Lions Clinic for the Blind. She said Raleigh had been in compliance until 2005 when they began producing the Army Combat Uniform (ACU). At the end of 2004, Raleigh had a ratio of 75 percent and hoped it would increase with the addition of the ACU.

Ms. Griffey said as part of the agreement to take on the ACU project, Raleigh gave up a JWOD Project that was 100 percent blind direct hours for four full-time individuals. The ACU project created 38 new blind jobs. She said once they were in full production to meet delivery and quantity to six other blind agencies, it was required to operate 6-7 days a week in two 12-hour shifts. During the second shift, it was very difficult to employ blind workers because of transportation issues. The government requirements also created an immediate ratio issue.

DSCP sporadically placed orders and Raleigh was forced to lay some people off. Then a huge order for ACUs in odd sizes was placed. Not only was this a complex project, but Raleigh had to retool their cutting operation to cut various quantities of these odd-sized uniforms. Raleigh fell behind in production and the only way they were able to maintain orders, was to employ many more sighted workers than ratios would allow.

She went on to say that in November 2006, the jackets were moved to another facility and later the ACU trousers were also moved. The combination of the ACU and ABU increased blind direct labor employees from 48 to 119. At the end of the first quarter of 2007, the ratio was 57.9. The projected levels are as follows: second quarter – 63.6 percent; third quarter – 70.5 percent; and fourth quarter 75.5 percent.

Mr. Wilson commended Ms. Griffey for her efforts and told her that Raleigh Lions Clinic for the Blind is on the right track.

New York City Industries for the Blind – Brooklyn, New York

Mr. Rick Bland, President and CEO, presented on behalf of New York City Industries for the Blind (NYCIB). First, Mr. Bland gave some history on his organization. Mr. Bland has been heading the organization since its inception 11 years ago.

At the end of 1997, NYCIB had 54 blind employees. NIB presented NYCIB with a new business opportunity in textiles, specifically military uniforms. Mr. Bland said they were offered an allocation of pants for the new Air Force Physical Training Uniform. This opportunity created 10-12 new blind jobs. In September 2004, while still in the start-up phase of the PTUs, NYCIB learned that there was a new opportunity to manufacture the new Army Combat Uniform (ACU). He explained that the projections were wrong and more than double the amount of sighted sewers were needed for the project. He said the ratio started to drop and by the end of September 2005, the ratio fell just below 75 percent to 72.38 percent.

A few months later, Mr. Bland learned that the Air Force would be cutting the allocations for the PTUs by 20 percent and were going to be cut even further up to 80 percent the following quarter. Mr. Bland asked NIB for an increase in allocation for the ACUs. He said other agencies were having problems meeting ACU delivery schedules, so NIB increased NYCIB's allocation by 75 percent more.

Mr. Bland outlined their action plan to get back in compliance. NYCIB has a new allocation of pants from the Air Force. The Army is overstocked with ACU pants and jackets, so at the end of March, NYCIB will stop production of ACU pants. He said there will be some additional work for the blind employees and a few of the sighted sewers will be cut. These steps will allow NYCIB's monthly ratio to jump over 85 percent, since the ratio is currently 90 percent in all other areas of their business.

Mr. Wilson commented that he recently visited Mr. Bland's operation and found it incredibly impressive.

El Paso Lighthouse for the Blind – El Paso, Texas

Mr. Harry Tyler, President, presented on behalf of El Paso Lighthouse for the Blind. Mr. Tyler said he flew to St. Louis and asked NIB for work. He said the staff helped him to secure a contract to produce safety vests and their blind numbers went up to 54 in a year and a half.

He said an opportunity came along to produce the Army Combat Uniform and El Paso was able to hire 180 employees. Unfortunately, the phase-in for the ACU trousers affected both their FY 2005 and 2006 ratios. The ratio curve went down and El Paso decided to bow out. They were forced to release some of their blind and sighted employees.

El Paso received new contracts from the FBI and the NFL Coaches Association. Mr. Dan Abatmarco, NIB, who recently visited El Paso verified that the current cumulative ratio is 79.6 percent.

Mr. Jim Gibbons thanked the CEOs of the three agencies for their support on the ACU project. He also thanked the Committee members for their support and acknowledged the special assistance provided by Lou Bartalot, Dan Abatmarco, and Kevin Lynch.

Goodwill Industries of Hampton Roads – Virginia Beach, Virginia

Mr. Michael Winkler, Executive Director of Goodwill Services, Inc. presented on behalf of Goodwill of Hampton Roads. He was accompanied by Malcolm Randolph, Chairman of the Board.

Mr. Houghton asked Mr. Winkler to explain the relationship between the two entities. Mr. Winkler said he started as Vice President and prior to that he was the Chief Operating Officer of Goodwill Central Virginia. In April 2006, he became the Manager of JWOD Contracts. Mark Barth, the former CEO, asked Mr. Winkler to assist him in turning around difficult to manage contracts.

In May 2006, Stephen Maguire, Committee staff, came to Goodwill and conducted an audit. Mr. Maguire found out that the JWOD ratio was 45.02 percent for the commissary at Ft. Eustis (their only JWOD project).

There were many questions from the members regarding the relationship between Goodwill Hampton Roads and Goodwill Central Virginia. Mr. Wilson attempted to clarify the structure. Mr. Winkler said that Goodwill Services has their own contracts. Mr. Heyer further clarified the relationship from a legal standpoint. The store operations are owned and operated by Goodwill of Central Virginia. Goodwill of Hampton Roads exists for job training and job creation.

Mr. Winkler stated that there are six members on the Board of Directors for Goodwill of Hampton Roads and those same six members also serve on Goodwill of Central Virginia's Board of 21 members. Goodwill Services, Inc. has a completely separate and independent Board of Directors.

Mr. Winkler said the employees of Ft. Eustis are employees of Hampton Roads. He manages the site and serves in an administrative capacity and provides managerial support to help Hampton Roads achieve their objectives.

Mr. Heyer expressed concern regarding the co-mingling of Board members. Mr. Houghton suggested that the staff do further research on the structure of the two companies and their Boards.

MDI Government Services, Inc. – St. Paul, Minnesota

Mr. Mark de Naray, President and CEO, presented on behalf of MDI Government Services, Inc. Mr. Tim Hoffmann, Board Chairperson, was also in attendance. MDI experienced some problems with the production of plastic for the U.S. Postal Service (USPS) tray. In the summer of 2005 MDI expanded their commercial business and were unable to find enough employees who were severely disabled to man the plant. They were forced to bus people in from the Twin Cities, 200 miles away to try to keep up with the demands from USPS. The operation ran 24 hours/seven days a week. MDI fell below ratio during FY 2005 and 2006. MDI remained out of compliance for only two quarters spanning two years. Their ratio for the Postal Service contract fell as low as 42 percent.

Since then they have had steady upwards progress. Since February 2006, MDI has been back in compliance. MDI has started a new facility and has had a large surge in USPS mail trays. The average ratio is now 78 percent. In FY 2006 MDI increased their JWOD labor hours by almost 200,000 hours. Mr. de Naray will lay off 254 employees between two locations on Friday and Monday. Once these layoffs occur, Mr. de Naray does not anticipate any more problems.

First Occupational Center of New Jersey – Orange, New Jersey

Mr. Rocco Meola, President and CEO, presented on behalf of First Occupational Center of New Jersey. Mr. Meola gave some background on his organization and talked about the training that is offered there. First Occupational started in 1954, and is one of the oldest facilities in the state of New Jersey. They focus on vocational assessment training and placement in the community. They also have the Lakeside School where trades are taught such as plumbing, electrical, and carpentry. First Occupational renovates houses to give their students first-hand experience.

First Occupational has been working with NISH for 17 years and mainly does janitorial services. They train 1,200 people a year and about 50 percent are disabled and the other 50 percent are non-disabled. They also work with welfare-to-work programs and provide skills training to create job opportunities.

In 1986 First Occupational started a recycling program prior to the mandatory laws. The industry grew and commercial driving licenses were required for the drivers, so they were also approved as a driving school.

First Occupational has seen a shift from a traditionally large extended employment program to more placements in the community. They also encountered changes in their staff. In addition, the seasonal grounds maintenance at Picatinny Arsenal was being done with no severely disabled direct labor; which was corrected in August 2006.

Mr. Meola outlined his plan to get back in compliance. He said they would recruit people from other agencies, change their supervisory structure and become more active with their recruiting plan. He expressed his desire to continue in the AbilityOne Program.

Mr. Wilson communicated to Mr. Meola, the Committee's expectation to have all JWOD projects at 75 percent by the end of 2007.

Alliance, Inc. – Baltimore, MD

Mr. Phillip Taff, Acting Chief Executive Officer, presented on behalf of Alliance, Inc. Mr. Taff thanked the Committee for the opportunity to come in and said that he had formerly served on the Board of Directors for 20 years. Mr. Taff thanked Steve Maguire and Maggie Hansen of the Committee Staff for their assistance in helping Alliance with their compliance issues. Mr. Taff introduced other members of his staff and gave a brief history of Alliance. He said they were founded in 1982 and have been an AbilityOne provider since 1985. Alliance employs 250 people in contracted service programs. They mainly provide imaging and custodial services.

Mr. Taff said an audit was performed in March 2005 and indicated some serious control problems. Prior to 2006, their ratio was in the 80 percent range. The new Acting President certified the overall ratio as 0.54 percent and the JWOD ratio as zero. Discoveries were made regarding poor documentation, and inaccuracies in the certification of employees. The Alliance Board of Directors responded decisively to commission an internal review, to hire new executive personnel, and to build a new infrastructure. The reported numbers went from 80 percent compliance in 2005 down to less than one percent in 2006. He said the drop was primarily due to inadequate, and in some cases inaccurate, file documentation required to certify employee disability status.

Mr. Taff said Alliance is building a new infrastructure and they have a new Compliance Department. The investigations revealed serious problem with taxes and wage rates. Alliance had not been paying the correct wage rates. Currently, Alliance is paying all WD rates correctly and is providing tax advice for individuals if needed. They also completed 244 intensive hours of training and are currently reevaluating employee files for proper documentation.

Mr. Wilson commented that it was important to bring Alliance in even though they had not previously been on probation because of their egregious ratio of 0.54 percent.

IV. CNA/NPA Accountability Standards Rulemaking

Mr. Patrick Rowe, Deputy Executive Director, gave a report on the CNA/NPA Accountability Standards Rulemaking. Mr. Rowe said that the special vote letter was approved last month and that it was sent to the Office of Management and Budget (OMB) on February 28th for approval. Following approval, the rulemaking will be published in the Federal Register for public comment.

V. Litigation Update

Mr. John Heyer, the Committee Counsel, reported on the Committee's current litigation. The Committee is currently involved in two lawsuits. The first is with ARC Diversified, which last year went into bankruptcy after 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.

The second lawsuit was filed by Nutech Laundry and Textiles, Inc., over laundry service at the Bethesda Naval Hospital. Mr. Heyer said that the Committee had agreed to a one-year purchase exception during which the Committee will reconsider this addition to the Procurement List.

VI. Update on AbilityOne Program Name

Ms. Kimberly Zeich, Committee staff, announced that members of the staff, NIB, and NISH have been working on the development of the AbilityOne program identity and logo. Ms. Zeich invited the members to attend the Business Development Subcommittee meeting at 1:30 pm to discuss the logo concepts for their consideration. Ms. Zeich previously provided members with read-ahead materials.

VII. Subcommittee Reports

Planning and Evaluation (P&E)

Mr. James Omgig, Chair of the Planning and Evaluation subcommittee, reported on two items the subcommittee has been focusing on. First, Mr. Omgig asked Robert Hartt, Committee staff, to report on the JWOD Disability Leadership Forums. Mr. Hartt said the most recent Forum was held on February 22nd, and it was targeted to key Administration officials responsible for disability programs. He said Dr. Edward Anthony, Department of Education, participated along with private members Mr. Omgig and Mr. Kelly. Mr. Wilson was also in attendance. He also advised that the February 14th Forum that was canceled due to inclement weather, would be rescheduled later in April.

Secondly, Mr. Omgig reported on the progress of the staff guide that Lou Bartalot and Steve Maguire have been trying to finalize. Mr. Bartalot said he finished the documenting chapter, but there are several others that need more work. Mr. Bartalot said he hopes to have the guide completed by the end of March.

Finance & Information Management

Admiral Dan Stone, Chair of the Finance & Information Management Subcommittee, said a meeting will be held following the Committee meeting to discuss eleven major initiatives concerning budget guidance and its ties to the Strategic Plan.

Business Development

Mr. Felipe Mendoza, Chair of the Business Development Subcommittee, said they met in January and February and will meet again following the Committee meeting at 1:30 pm. In January, the subcommittee reviewed their 2006 accomplishments and discussed topics for 2007.

Some of those topics include program-wide strategic communications, including Brand Name implementation; distribution issues, customer service and customer satisfaction, the pursuit of collaborative agreements, and the establishment of a program-wide Strategic Market Development plan.

During the February meeting, there were several presentations made including NISH's development of Strategic Lines of Business, and an overview of JWOD.com by NIB to introduce the E-commerce site they operate on behalf of the program.

Finally, Mr. Mendoza said today's meeting will focus on design concepts for AbilityOne's new graphic identity.

Governance

Mr. Houghton said that Steve Schwalb will officially retire on March 31st and he has asked Dr. Anthony to consider chairing the Governance Subcommittee. During the last meeting, the CNA's role regarding compliance was discussed.

VI. CNA Reports

NIB

Mr. James Gibbons, President & CEO, National Industries for the Blind (NIB), handed out the 2006 NIB Annual Report. He said the reports will be used during this week's Public Policy Forum during hill visits. The theme of this year's annual report is, "The American Dream at Work". Mr. Gibbons said the NIB Board will meet tomorrow and a number of Board members have come to observe the Committee Meeting today.

He also discussed the fact the NIB associated agencies, during the hill visits, will attempt to educate Congress about the name change from JWOD to the AbilityOne Program, the need to modernize the Program that drives employment, upward mobility and greater accountability, and the need for State VR agencies to count JWOD jobs as "employment outcomes." Mr. Gibbons believes that this will produce greater results including

expansions of employment choices. NIB, along with NISH, recognized additional JWOD Champions and half a dozen members of Congress were in attendance along with some key staffers.

From a results perspective, Mr. Gibbons reported that for FY 2006 NIB is slightly down in terms of net employment (Direct Labor Hours). He said that the federal agency utilization plans included in the JWOD Program Strategic Plan will help. He added that NIB hopes to realign resources and build up the pipeline of new business opportunities. Mr. Paul Denett, Administrator of the Office of Federal Procurement Policy (OFPP) at the Office of Management and Budget (OMB) spoke about his goal of increasing JWOD contracts and will discuss this issue further at the next Chief Acquisition Officers Council meeting. Mr. Gibbons stated that Mr. Denett has been a tireless advocate in promoting the AbilityOne Program.

NISH

Mr. Robert Chamberlin, President/CEO, NISH agreed with Mr. Gibbons and said NISH is also having a difficult time in the current environment. He said there has been more of a reduction in direct labor hours this year compared to last year, and 2006 was a tough year as well since Defense customers have had significant budget cutbacks in Operations and Maintenance dollars.

Mr. Chamberlin also agreed with Mr. Poleo that the clothing and textile business is subject to wide funding variations that make it a difficult business to be in. However, clothing and textiles is a big business for the AbilityOne Program and it also provides excellent work opportunities for people with severe disabilities. NISH continues to look for additional opportunities, knowing at the same time that they will have to manage the risks associated with this business.

Mr. Chamberlin reminded everyone that the NISH Conference will be in Grapevine, Texas on April 29 – May 1st. Mr. Paul Denett will be one of many outstanding speakers. Mr. Chamberlin expressed that he would like everyone to attend. He said the time of the Committee meeting has been adjusted so that people will be able to attend Mr. Denett's session.

He reported that NISH will have a Congressional reception at the Senate Hart Office Building in conjunction with a CEO Fly-in and Board meeting. He said several members of Congress usually stop by and NISH is scheduled to present a JWOD Champion award to Senator Tom Harkin (a primary architect of the Americans with Disabilities Act).

Finally, Mr. Chamberlin said NISH continues to place a major focus on compliance. NISH has reengineered how visits are conducted, has added experienced staff, and has engaged Beers and Cutler to do a review of the compliance process.

VII. Executive Director's Comments

Mr. Leon Wilson, Executive Director, announced that the May Committee meeting will be held at the NISH Conference in Grapevine, Texas on Monday, April 30th at 3:15 p.m. The May 10th meeting has been cancelled.

He also reported that the Office of White House Personnel is going forward with nominations on new Committee members.

VIII. New Business

Mr. Robert Kelly, Private Citizen, suggested that the Committee go over the budget from time to time. Mr. Wilson said he would respond to Mr. Kelly after the meeting in regards to the budget. After determining there was no further business, Mr. Houghton adjourned the meeting at 1:15 pm.

List of Attendees – March 8, 2007

Committee Members

Ed Anthony	Department of Education
Roy Grizzard	Department of Labor
James House	Department of Agriculture
Andrew Houghton	Private Citizen
Robert Kelly	Private Citizen
Felipe Mendoza	General Services Administration
James Omvig	Private Citizen
J. Anthony Poleo	Defense Logistics Agency
Dan Stone	Department of the Navy

Designee

Edward W. Walters	Department of the Army
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Committee Staff

Lou Bartalot
Margaret Hansen
Robert Hartt
John Heyer
Stephanie Hillmon
Barry Lineback
Steve Maguire
Angela Phifer
Patrick Rowe
Leon Wilson
Kimberly Zeich

NISH

Robert Chamberlin
Victor Dennis
Dennis Fields
Elizabeth Goodman
Bob Sullivan
Barbara Van Allen

NISH Board

Gregg Bender

NIB

Dan Abatemarco
Steve Brice
James Gibbons
Angela Hartley
Kevin Lynch

List of Attendees – March 8, 2007 (Continued)

(NIB Continued)

Arun Shimpi
Mary Jane Surrago

NIB Board

Abram Claude, Jr.
Brenda Gumbs
William Johnson

Government Representatives/Staffers

Lisa Brown	Department of Agriculture
Patricia Cleveland	Defense Logistics Agency
Aaron Collmann	General Services Administration
Eduardo Coronel	Department of Labor
Sandra Hallmark	Department of Veterans Affairs
Dorothy Hindman	Department of the Army
Kathleen James	Department of the Air Force
Mark Opilla	Department of the Navy

Others

Jessica Abrahams	McKenna, Long, and Aldridge
Alex Albert	McKenna, Long, and Aldridge
Barbara Barnard	ORC Industries
Richard Bland	New York City Industries for the Blind
Ellen Brown	Goodwill Industries International
? Chapman	
Adele Gasparro	ORC Industries
Leonard Goodman	ReadyOne
J. Griffey	RLCB
Jim Hughes	GA Industries for the Blind
Sherri Scyphers Hungate	Goodwill Industries of South Florida, Inc.
Linda Merrill	Envision
Sharon Omgvig	Private Citizen
Stephen Patterson	SABVI/NAEPB
John Peoples	NIB Board
Malcolm Randolph	Goodwill
Chuck Richman	SOC
Becky Roberts	Catoctin
David Roberts	ACCSES/DSPA
Marc Schwartz	ReadyOne
Harry Tyler	El Paso
Lauren White	Oklahoma League for the Blind/NAEPB
Michael Winckler	Goodwill