

opportunity

value

employment

work

CHOICE

JOBS



2004 Annual Report on the **JAVITS-WAGNER-O'DAY PROGRAM**



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

Javits-Wagner-O'Day *Program Mission and Vision*

The mission of the JWOD 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 JWOD program is:

The JWOD program enables all people who are blind or have other severe disabilities to achieve their maximum employment potential.

This vision will be realized when:

- Every person who is blind or severely disabled and who wants to work is provided an opportunity to be employed productively.
- Every JWOD employee earns not only the Federal minimum wage (or higher applicable state minimum wage) but also a living wage and benefits package appropriate to his or her geographic locality.
- JWOD employees are provided the training and development they need to be successful in their current positions, and ultimately achieve their maximum employment potential.
- Every JWOD 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 JWOD products and services provide best value to Federal customers, thus earning their continued support and loyalty.

Chairperson's *Message*

Wherever Federal employees are, the Javits-Wagner-O'Day (JWOD) Program is there. Everyday, from headquarters buildings in Washington, D.C. to regional offices; from stateside military installations to the theater in Iraq or Afghanistan, the Javits-Wagner-O'Day Program is helping the Federal Government fulfill its commitment to the American public.

I am extremely pleased to present to you the Annual Report of the Committee for Purchase From People Who Are Blind or Severely Disabled for Fiscal Year 2004. This past year was a shining example of how the JWOD Program is meeting its mission: providing 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.

During this past Fiscal Year, the JWOD Program provided a record 45,303 Americans who are blind or have other severe disabilities with the opportunity to work on Federal product and service contracts nationwide. This growth over last year's numbers translates into more than 3,000 additional employment opportunities in local communities for a population that continues to experience an exceptionally high unemployment rate. In sharp contrast to the national unemployment rate of 5 percent, nearly 70 percent of people with disabilities are not employed. As the single largest source of employment for people who are blind or have other severe disabilities, the JWOD Program strives to help alleviate this inequity.

In addition to providing a record number of jobs, the JWOD Program reported a significant increase in the wages earned by JWOD employees, totaling more than \$325 million, and delivering an average hourly wage of \$8.98. The skills, experience and wages earned on JWOD work can enable employees with disabilities to move into employment opportunities outside the JWOD Program.

But the JWOD Program's positive effect extends far beyond the more than 45,000 individuals with severe disabilities it employs. JWOD employment helps thousands of families as it allows many people

with severe disabilities to earn a living, purchase homes, and educate their children. Many of the more than 600 nonprofit agencies participating in the JWOD Program are able to provide more comprehensive services to individuals and their communities. Military and civilian customers rely on products and services provided by the JWOD Program to meet their critical missions. And, internationally, people in need rely on JWOD products included as part of U.S. relief programs.

Most notably, the JWOD Program is able to achieve this level of impact at a modest investment. Although we continue to experience growth in sales, job creation and wages paid to employees, JWOD Program sales to the Federal Government account for less than one percent of all Federal procurement dollars spent.

Looking toward the future, the Committee is excited to begin the implementation of its Strategic Plan for Fiscal Years 2005-2007. We believe that the members of the JWOD Program have laid a strong foundation during Fiscal Year 2004 that will enable it to expand the number of innovative, valuable jobs it provides for people with severe disabilities. Through increased collaboration between National Industries for the Blind (NIB) and NISH (serving people with a range of severe disabilities), the Committee, and the JWOD Program's Federal customers, we hope that increases in employment and wages paid to people who are blind or have other severe disabilities through the JWOD Program in Fiscal Year 2005 exceed those reported herein.

Located at the end of this report is a listing by state of the community-based nonprofit agencies that currently employ people with severe disabilities under the JWOD Program. Members of Congress and their staff are invited to contact the Committee staff to make arrangements to visit with them and see their capabilities firsthand while in your local offices.

Sincerely,
Steven B. Schwalb
Chairperson

Members *of the Committee*



Steven B. Schwalb, Chairperson
 Chief Operating Officer, UNICOR
 Corporate Management
 Federal Prison Industries
 Department of Justice
 November 1994



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



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



James H. Omvig
 Private Citizen—Nonprofit Agency
 Employees Who are Blind
 March 2003



Frederick R. Beaman, III
 Chief, Air Force Labor Advisors
 Department of the Air Force
 July 2003



Michael Sade
 Director for Acquisition Management and
 Procurement Executive
 Department of Commerce
 July 2003



Steven R. Bennett
 Deputy Commander
 Defense Supply Center Philadelphia
 Defense Logistics Agency
 Department of Defense
 July 2003



LeRoy F. Saunders
 Private Citizen—Obstacles to Employment
 of Persons Who are Blind
 March 1995



The Honorable William H. Campbell
 Assistant Secretary for Management
 and Chief Financial Officer
 Department of Veterans Affairs
 January 2004



Sandra O. Sieber
 Director of the Army Contracting Agency
 Department of the Army
 August 2003



W. Roy Grizzard, Jr., Ed.D.
 Assistant Secretary for Disability
 Employment Policy
 Office of Disability Employment Policy
 Department of Labor
 September 2004



John Surina
 Deputy Assistant Secretary
 for Administration
 Department of Agriculture
 March 2003



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



The Honorable Joanne Wilson
 Commissioner
 Rehabilitation Services Administration
 Department of Education
 March 2003



ADM Justin D. McCarthy
 Commander, Naval Supply Systems
 Command and Chief of Supply Corps
 Department of the Navy
 March 2003

Committee Meetings

During FY 2004, the Committee held 8 formal meetings on the following dates:

January 8	July 8
March 11	September 9
May 13	October 4
May 25	November 4

About *the Committee for Purchase From People Who Are Blind or Severely Disabled*

The Committee for Purchase From People Who Are Blind or Severely Disabled is responsible for administering the Javits-Wagner-O'Day (JWOD) Program. In accordance with the legislative history of the JWOD Act (41 U.S.C. 46-48c), the Committee's mission 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 Committee's primary means of achieving this objective is to direct the Government to procure products and services provided by nonprofit agencies employing such persons nationwide.

The Committee is comprised of 15 members appointed by the President, 11 of whom represent Governmental agencies (Departments of Agriculture, Air Force, Army, Commerce, Defense, Education, Justice, Labor, Navy and Veterans Affairs, and the General Services Administration). The remaining four members are private citizens knowledgeable about the employment problems of people who are blind or have other severe disabilities, including those employed by nonprofit agencies affiliated with the JWOD Program. Among its responsibilities, the Committee:

- Determines which products and services purchased by the Federal Government will be

added to the Program Procurement List for provision from JWOD-participating nonprofit agencies;

- Establishes the fair market prices for these products and services, and revises the prices when appropriate;
- Ensures that nonprofit agencies comply with Committee rules and regulations (through on-site reviews of agency operations, annual certifications and other means); and
- Assists entities of the Federal Government in expanding their JWOD procurement.

The Committee has a full-time staff located in Arlington, Virginia. The staff reviews proposed products and services to ensure that the Committee has adequate data to determine their suitability for addition to the Procurement List. Information compiled by the staff is submitted to Committee members for consideration in deciding whether to add the products and services to the Procurement List. Other responsibilities of the Committee staff include:

- Communicating to Federal customers the benefits of purchasing JWOD Program products and services;
- Identifying and researching issues of interest to the JWOD Program for review and discussion by the Committee;

- Reviewing and analyzing recommended fair market prices for current and proposed JWOD Program products and services;
- Assisting nonprofit agencies in complying with Committee rules and regulations and those of other Federal agencies; and
- Implementing technology infrastructures to facilitate communication and rapid access to information electronically among Committee members, Committee staff, Central Nonprofit Agencies, Nonprofit Agencies, and Federal customers.

Through its two designated Central Nonprofit Agencies, National Industries for the Blind and NISH (serving people with a range of disabilities), the Committee currently works with over 600 nonprofit agencies across the country, as well as in Puerto Rico and Guam. Federal customers' purchases of JWOD products and services provided by these participating agencies, and the people who are blind or have other severe disabilities they employ, help battle the high unemployment rate faced by this untapped labor resource, 70 percent of whom are not employed.

About *National Industries for the Blind and NISH*

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

Each of the 627 community-based nonprofit agencies partici-

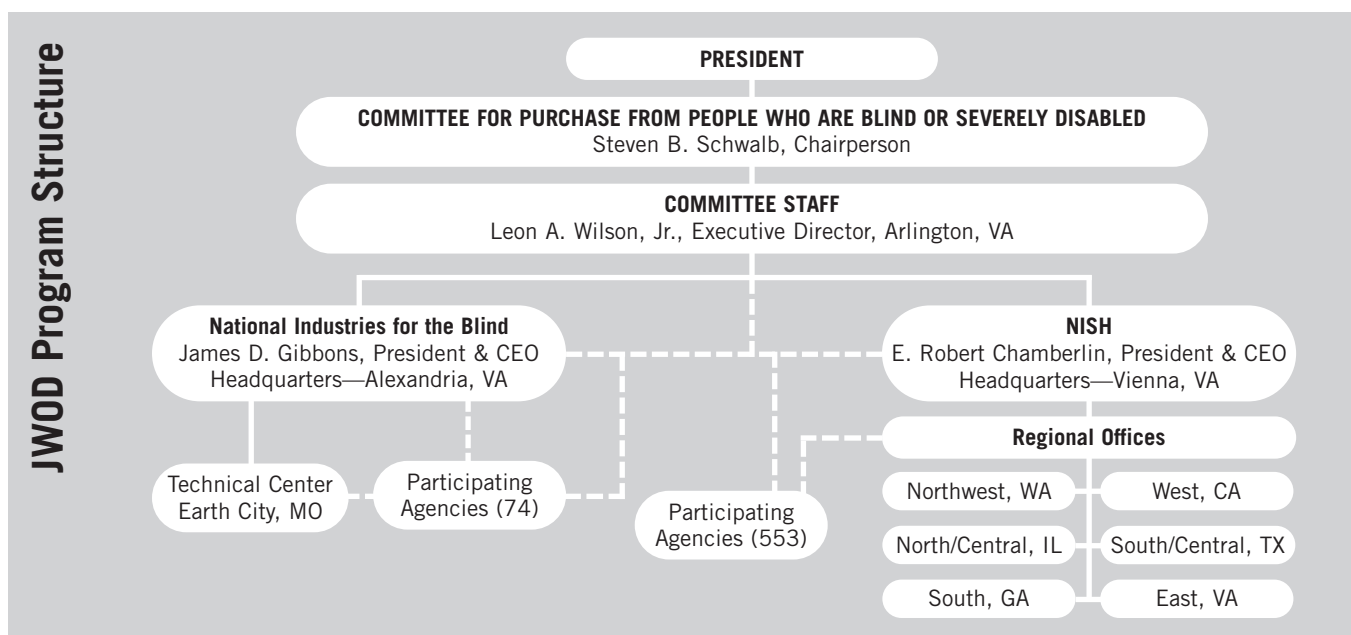
pating in the JWOD Program at the end of FY 2004 is associated with either NIB or NISH. Major functions carried out by NIB and NISH include:

- Allocating Government orders for JWOD items among nonprofit agencies.
- Assisting nonprofit agencies to develop new JWOD items for the Committee’s consideration; calculate proposed JWOD contract prices; address production/service provision concerns; and comply with Committee regulations.
- Evaluating Federal customer needs and nonprofit agencies’ capabilities to provide specific products and services, and facilitating distribution channels.
- Obtaining item procurement histories from Federal contracting activities and other

information required by the Committee.

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

NIB is headquartered in Alexandria, Virginia. In FY 2004, 74 NIB-affiliated agencies participated in the JWOD Program. NISH is headquartered in Vienna, Virginia, with regional offices in California, Washington, Georgia, Virginia, Texas and Illinois. In FY 2004, 553 nonprofit agencies participating in the JWOD Program were affiliated with NISH.



JWOD Program Strategic Plan 2005-2007

One of the Committee's main accomplishments during FY 2004 was the completion of the strategic planning process it began in late FY 2003. This plan will shape the future direction of the Javits-Wagner-O'Day (JWOD) Program as it seeks to increase the benefits it generates for people who are blind or have other severe disabilities, and Federal customers.

Scope

The scope of this strategic plan is the JWOD Program, rather than any single organizational entity. The plan addresses the mission, vision, and goals for the Program for the next three to five years. The plan was developed and approved by the Committee, with input from the Committee staff, National Industries for the Blind (NIB) and NISH leadership, and the leadership of the National Association for Employment of People who are Blind (NAEPB) and the National Council of Work Centers (NCWC). Each

organization affiliated with the JWOD Program should have its own strategic plan that is aligned with this plan, and that shows how the organization supports achievement of the JWOD Program goals.

This overview presents the goals, objectives and key performance measures for the JWOD Program. The complete version of the JWOD Program Strategic Plan, as well as this overview, can be viewed on the Committee's Web site at www.jwod.gov.

Federal Management Context

This strategic plan was developed in accordance with the Federal framework of:

- The Government Performance and Results Act (GPRA), which requires Federal agencies to develop strategic and annual plans, and to report performance against those plans
- The Program Assessment Rating Tool (PART), a tool



developed by the Office of Management and Budget (OMB) for conducting comprehensive program assessments. OMB has integrated these assessments into the budget procedures, as part of implementing the Budget and Performance Integration element of the President's five-point Management Agenda.

Both GPRA and PART emphasize performance measures that focus on both outcomes and annual progress toward achieving long-term goals. PART emphasizes the importance of both Federal managers and program partners being held accountable for achieving measurable results. The expectation is that this strategic plan will cascade down to the organizations that implement the JWOD Program, with



each organization committing to goals that align directly to achieving the results identified in this plan for the Program.

Strategic Goals and Objectives

The JWOD Program has five high-level strategic goals for FY 2005 through FY 2007, with a number of specific objectives under each goal. Performance measures and target levels of performance for Fiscal Years 2005 through 2007 have been established for each goal and strategic objective.

Goal 1. People Who Are Blind Or Have Other Severe Disabilities

Continue to expand employment opportunities for people who are blind or have other severe disabilities under the JWOD Program, including wage progression, benefits, upward mobility and personal job satisfaction.



Objective 1.a. Employment Opportunities

Significantly increase the number of employment opportunities provided through the JWOD Program to people who are blind or have other severe disabilities.

Objective 1.b. Wages and Fringe Benefits

Provide equitable wages and fringe benefits to all employees who are blind or have other severe disabilities within the JWOD Program.

Objective 1.c. Career Advancement and Upward Mobility

Provide career advancement and upward mobility opportunities to people who are blind or have other severe disabilities who are employed through the JWOD Program, either within or outside the JWOD Program.

Objective 1.d. Employee Job Satisfaction

Provide personally satisfying employment opportunities through the JWOD Program to people who are blind or have other severe disabilities.

Objective 1.e. Fee Structure

Ensure the JWOD fee structure incentivizes creation of employment opportunities.

Goal 2. Customers

Partner with Federal customers to increase customer satisfaction and loyalty, so the JWOD Program becomes their preferred source for products and services.



Objective 2.a. Customer Satisfaction

Increase customer satisfaction with JWOD products and services. Customer satisfaction encompasses responsiveness, consistency, reliability, quality, timeliness, and price.

Objective 2.b. Collaborative Plans

Establish collaborative plans with Federal agencies to support the JWOD Program.

Goal 3. Process and Procedures

Improve efficiency and effectiveness of the JWOD Program (the Committee, CNAs, and NPAs) by streamlining and automating processes and procedures, and improving communication, while continuing to ensure program integrity.

Objective 3.a. Accessibility of Products and Services

Increase the accessibility of JWOD and NPA products and services to Federal customers.

Objective 3.b. Socioeconomic Procurement Preference Programs

Develop a mechanism to enable the JWOD Program and other socioeconomic procurement preference programs to cooperate in meeting their respective missions.

Objective 3.c. Distribution Processes

Improve distribution processes to ensure effective, fair, and efficient distribution channels for JWOD products.

Objective 3.d. Processes and Information Technology

Streamline processes and implement a technology infrastructure that facilitates collaboration, communication, and interoperability, and enables rapid flow of and access to information electronically among the Committee members, Committee staff, the CNAs, and the NPAs.

Goal 4. Communication and Information Sharing

Expand support for the JWOD Program within the public, Congress, Federal agencies, the disability community, and other JWOD stakeholders through effective communication and information sharing.

Objective 4.a. Strategic Communications Plan

Create and implement a strategic communications plan that addresses all JWOD stakeholders.

Goal 5. Market Development

Strategically develop new markets and expand existing markets in which the JWOD Program can provide best value products and services to Federal customers in order to expand employment opportunities that meet the needs of people who are blind or have other severe disabilities.

Objective 5.a. Existing Markets

Expand business in existing markets that results in the creation of employment opportunities that meet the needs of people who are blind or have other severe disabilities.



Objective 5.b. New Products, Services, and Markets

Develop new products, services, and markets within the Federal Government that have potential to create employment opportunities that meet the needs of people who are blind or have other severe disabilities.

Objective 5.c. Underserved Populations

Provide employment opportunities that meet the needs of people who are blind or severely disabled who are unemployed, underemployed, or who have not traditionally been employed in the JWOD Program.

Objective 5.d. Subcontracting

Develop policies and procedures to accommodate subcontracting portions of a project or adding a subcontract to the Procurement List.



JWOD Program Employment

The broad range of employment opportunities available through the JWOD Program is as varied as the needs of the Federal customers the Program serves. The JWOD Program is a cost-effective way to help people who are blind or have other severe disabilities to achieve greater independence, as it enables many individuals to reduce dependence on Government support and join the ranks of taxpayers.

All JWOD employees are paid in accordance with Department of Labor rules, including the Fair Labor Standards Act and, where applicable, the Service Contract Act. Nonprofit agencies participating in the JWOD Program utilize adaptive technologies and extensive job training and support to help the Committee in meeting its goals of expanding employment opportunities available through the JWOD Program and of providing equitable wages, fringe benefits and career advancement to JWOD employees.

Expanding Business Lines to Create New Jobs

The JWOD Program has focused on expanding its current business lines to create new, high-paying jobs for people who are blind or have other severe disabilities, and to meet the current and future needs of its Federal customers.

Fleet Management

Fleet management services include such functions as vehicle

maintenance, operation, processing, decommissioning and disposal, and parts management. The largest JWOD contract in this area is a \$13 million **Basewide Vehicle Maintenance** contract being performed for the Army at **Fort Lewis, Washington**, by **Skookum Educational Programs of Port Townsend, Washington**. This contract enables 230 JWOD employees to earn an average wage of \$20.07 per hour while at work within a Department of Labor-approved journeyman training program. In addition to good wages, this unique contract provides people with severe disabilities the opportunity to acquire advanced skills and become certified mechanics while maintaining approximately 3,000 vehicles for Fort Lewis. This four-year apprenticeship program provides an individual with 2,000 hours of on the job training and 144 hours of classroom training annually. JWOD employees who obtain certification will be able to use these marketable skills to obtain work in their communities

outside of the JWOD Program, in either the commercial or government sectors.

Document Management Services

JWOD-participating nonprofit agencies are quickly becoming leaders in the document management industry, providing such services as document conversion, file maintenance, distribution, and document destruction. These services are much in demand by Federal agencies as they seek to automate their records. Document management jobs also are in demand by people who are blind or have other severe disabilities as they provide experience and skills essential for employment in today's technology-based economy. **Contracts in this new area have created jobs for approximately 100 people who are blind or have other severe disabilities under the JWOD Program. These JWOD contracts allow JWOD employees to earn as much as \$9.50 per hour.**

One of the JWOD Program's more noteworthy contracts in this area is to provide document destruction services for the **Internal Revenue Service**. This contract supports 85 IRS location sites across the western and mid-western United States and employs people with severe disabilities at 16 JWOD nonprofit agencies. The JWOD Program illustrated its capability to perform this work by learning best practices from industry experts and by leveraging the experience

of two of its participating nonprofit agencies—Northwest Center/American Data Guard of Seattle, Washington, and Opportunity Village in Las Vegas, Nevada—already performing this work for the commercial sector.

For JWOD nonprofit agencies new to this line of business, the IRS contract also allows them to leverage their JWOD work in this area to obtain commercial contracts. This is occurring at a rapid rate—after 18 months of work on the IRS contract, Adelante Development Center of Albuquerque, New Mexico, now has more than 150 commercial

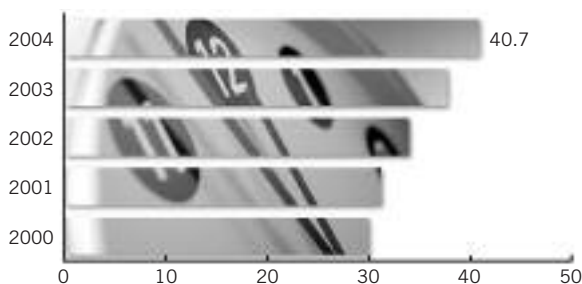
customers and will provide employment to more than 15 individuals with severe disabilities on these contracts. TCH Enterprises of Tempe, Arizona, has more than 90 commercial contracts and provides jobs in document destruction to 25 individuals with severe disabilities.

All nonprofit agencies participating in the IRS contract are either currently certified, or are working toward certification, by the National Association for Information Destruction (NAID), the nonprofit trade association of the information destruction industry. The NAID Certification

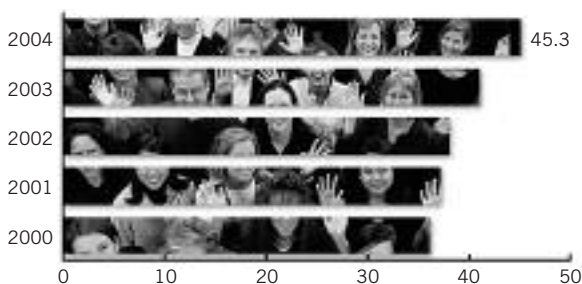
Program establishes minimum standards for employee hiring and screening, operations, the destruction process, and insurance as well as other security factors. Opportunity Village is now also certified under the Health Insurance Portability and Accountability Act, which is required for businesses seeking to destroy health-related documents. These certifications ensure that customers are getting quality services, and that people with severe disabilities are getting hands-on job experience with industry-recognized providers.

Employment

JWOD Direct Labor Hours (in millions)



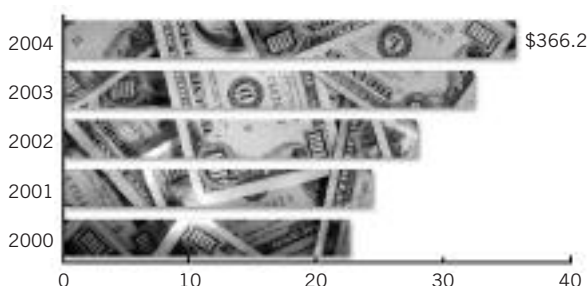
JWOD Employees (in thousands)



During the 2004 fiscal year, **45,303** Americans who are blind or have other severe disabilities worked a total of **40,794,368** hours on Federal contracts obtained through the Javits-Wagner-O'Day (JWOD) Program. This represents an 8 percent increase over Fiscal Year 2003 in both the number of JWOD employees and the number of hours worked.

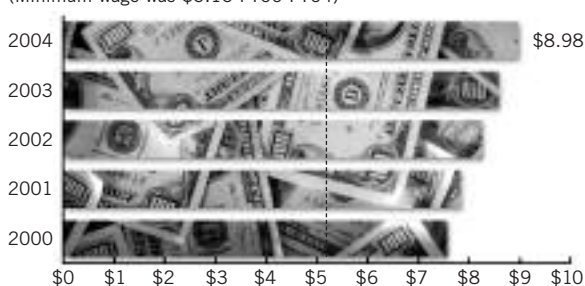
Wages

JWOD Direct Labor Wages (in millions)



As a result of these employment opportunities, JWOD employees earned a total of **\$366,221,596** in wages, an increase of nearly 13 percent over Fiscal Year 2003.

JWOD Direct Labor Hourly Wage
(Minimum wage was \$5.15 FY00-FY04)



These wages amount to an average hourly wage of **\$8.98**, which exceeds last fiscal year's average hourly wage by 4 percent, **and surpasses the Federal minimum wage of \$5.15 an hour by 75 percent.**

JWOD Program Annual Sales

JWOD and the Department of Defense

The JWOD Program is a critical part of the US military industrial base, providing support to the Warfighters wherever they go through the provision of necessary products and services. JWOD Program purchases by the Department of Defense (DoD) agencies (Defense, Air Force, Army, and Navy) represent 64 percent of total FY04 JWOD Program sales. In exchange for these opportunities to increase employment for people who are blind or have other severe disabilities, the JWOD Program provides DoD agencies with a wide array of services at military installations across the country and military-unique products that are used by military personnel around the world.



The JWOD Program provides numerous services to military personnel at installations across the United States as well as in Puerto Rico and Guam. Services currently provided by the JWOD Program to the military include grounds maintenance, vehicle maintenance services, call center services, commissary shelf stocking, mailroom services, and family housing maintenance. Some of the many products provided to the military by the JWOD Program include uniforms and cold weather apparel, first aid kits and bandages. Other services and products of note include:

Food Services at Great Lakes Naval Training Center

The military's largest food service contract is performed through the JWOD Program at the Great Lakes Naval Training Center in Great Lakes, Illinois. In Fiscal Year 2004, Goodwill Industries of Southeastern Wisconsin and Metropolitan Chicago, Inc. (Milwaukee, WI), prepared more than 9 million meals at Great Lakes, averaging 25,000 meals per day with nearly 31,000 meals per day served during peak periods. The Great Lakes contract provides employment to more than 750 JWOD employees.

Warehousing and Distribution for the Defense Logistics Agency

Three JWOD-participating nonprofit agencies currently perform warehousing and distribution for

the Defense Logistics Agency to provide lighting supplies, springs, insignia and uniforms to DLA customers. Over the past decade, **Industries for the Blind, Inc.** (Greensboro, NC), **Arizona Industries for the Blind** (Phoenix, AZ), and **Travis Association for the Blind** (Austin, TX), have been successful in reducing customer delivery time as well as cost per Material Release Order. These nonprofit agencies provide same day shipment of orders, error free, and at a reduced cost per Material Release Order through the use of a common Warehouse Management System (WMS) to control inventory and manage shipments. The WMS interfaces with DLA's computer system to share inventory and order data. The nonprofit agencies also use a radio frequency system called "Talkman" to communicate between the WMS and warehousing staff to ensure accuracy of inventory placement, order picking, and shipping information. This system relies on bar code verification, which allows individuals who are blind or visually impaired to pick orders with complete accuracy.

Joint Services Light Integrated Suit Technology (JSLIST) for the Defense Logistics Agency

The Joint Services Light Integrated Suit Technology (JSLIST) chemical protective garments shield Warfighters from biochemical weapons. During Fiscal Year

2004, four JWOD-participating nonprofit agencies produced 780,000 such garments, 86 percent of the Defense Logistic Agency's requirement. Nonprofit agencies producing this item include National Center for Employment of the Disabled (El Paso, TX), Southeastern Kentucky Rehabilitation Industries (Corbin, KY), Peckham Vocational Industries (Lansing, MI), and Group Home Foundation (Belfast, ME). Sharing the requirement between multiple nonprofit agencies has enabled the JWOD Program to meet the

military's surge requirements for these mission-critical items. The JSLIST contract has also creating much-desired sewing and manufacturing jobs for 980 individuals in Kentucky, Maine, Michigan, and Texas.

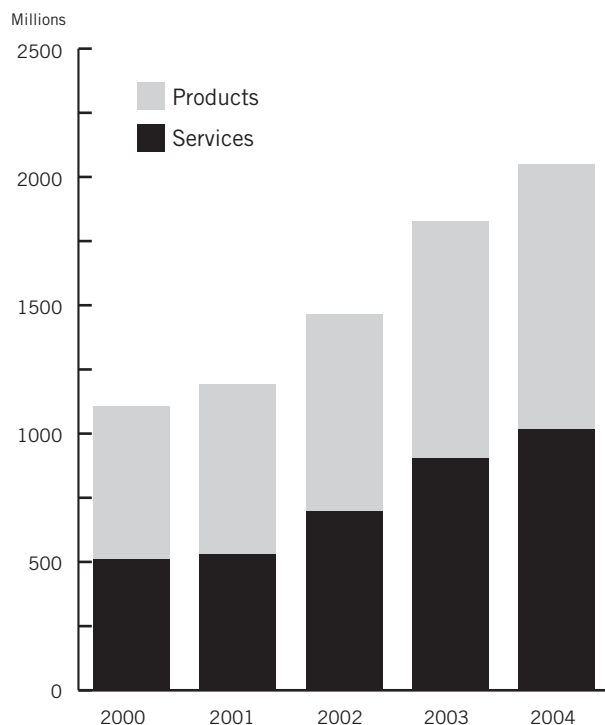
Air Force Physical Training Uniform for the Defense Logistics Agency

During Fiscal Year 2004, the Defense Logistics Agency awarded a contract to seven JWOD nonprofit agencies for the Air Force Physical Training Uniform (PTU). The following nonprofit agencies

provide DLA with 50 percent of its requirement for this item: Association for the Blind and Visually Impaired (Rochester, NY), Blind Industries and Services of Maryland (Baltimore, MD), El Paso Lighthouse for the Blind (El Paso, TX), LC Industries (Louisville, KY), Lions Services, Inc. (Charlotte, NC), New York City Industries for the Blind (Brooklyn, NY), and Winston-Salem Industries for the Blind (Winston-Salem, SC). The JWOD Program, drawing upon its experience in producing the Army Physical Fitness Uniform

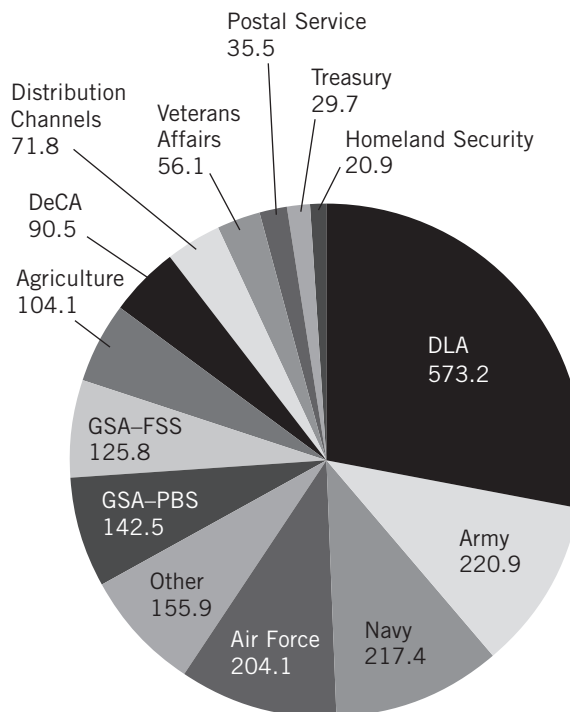
JWOD Sales by Year

Total Sales = \$2,048,326,986



JWOD Sales by Purchaser

(\$ Millions)



In FY 2004, the JWOD Program provided **\$2,048,326,986** in products and services to the Federal Government. Products were valued at \$1,016,665,420 and services at \$1,031,661,567. While the JWOD Program continued to experience growth in sales, job creation and wages paid to employees, **JWOD Program sales to the Federal Government accounted for less than one percent of all Federal procurement dollars spent in FY 2003.**

(some of which are provided by the same nonprofit agencies performing on the Air Force PTU contract) and industry best practices, was able to reduce production-cycle time and increase efficiency, with the result of production of the PTU beginning in 6 months. This contract has created approximately 150 new jobs for individuals who are blind.

JWOD and the General Services Administration

The General Services Administration is the JWOD Program's largest civilian agency customer and has been a valued partner in ensuring that Federal customers have access to the JWOD products and services they need. As a result of GSA's internal support



for the JWOD Program, and its advocacy of the Program with its Federal customers, GSA has played an important role in increasing jobs for people who are blind or severely disabled under the JWOD Program.

Providing products to Federal Supply Service customers

GSA's Federal Supply Service (FSS) was the first distribution channel through which Federal customers obtained SKILCRAFT® and other JWOD products. Today, GSA's Global Supply remains one of the largest distributors of JWOD products to Federal customers worldwide. And, for those Federal customers who wish to obtain their JWOD products through the commercial marketplace, the GSA Schedules program enables them to do so from more than 300 small and large businesses. The JWOD Program supports FSS in their efforts to meet the needs of its Federal customers with a wide variety of product lines, including: writing instruments; office supplies; business cards and other customized products; janitorial and cleaning supplies; mattresses and bedding; and, safety and personal care products. In total, FSS provides Federal customers with access to more than 3,000 JWOD products through its various supply chains. As a result of FSS's strong support, the JWOD Program provided Federal customers with nearly \$126 million in products during FY04.

Providing Building Support Services to Public Buildings Service Customers

The JWOD Program is also proud to support GSA's Public Buildings Service (PBS) in meeting its mission of providing a superior workplace for the federal worker and superior value to the American taxpayer. The JWOD



Program currently provides PBS customers with janitorial and custodial services, grounds maintenance, mailroom services, central facility maintenance, administrative services, and mechanical maintenance at Federal buildings and offices nationwide. During FY04, the JWOD Program provided more than \$142 million in building maintenance-related services to Federal employees nationwide through PBS contracts. Under a collaborative agreement, the JWOD Program works closely with PBS to ensure customer satisfaction as well as to increase the number and diversity of employment opportunities for people who are blind or severely disabled. The collaborative agreement between PBS and the JWOD Program also recognizes PBS's responsibilities in achieving its other socioeconomic goals, and will not adversely impact small business.

JWOD Nationwide Results

One of the unique assets the Javits-Wagner-O'Day (JWOD) Program brings to its Federal customers is a national network of nonprofit providers.

This national presence provides the JWOD Program with the ability to meet Federal customers' on-site needs anywhere in the continental United States, plus Puerto Rico and Guam. While many Federal agencies already turn to the JWOD Program to handle site-specific requirements across the nation, some agencies are now also leveraging the benefits of contracting with the JWOD Program to handle similar needs at multiple geographic locations.

Internal Revenue Service—Mailrooms and Secure Document Destruction

One of the highlights for the JWOD Program during FY 2004 was working with the **Internal Revenue Service (IRS)** to provide a **National Mail Centers operation contract. This national contract will standardize mail operations at 34 IRS offices located across the United States, and will employ approximately 100 individuals who are blind or have other severe disabilities.** The benefits of a national contract to the IRS include standardized processes, minimized administrative costs, consistent quality, and access to aggregated cost and usage data.

ServiceSource, Inc., a JWOD-

participating nonprofit agency located in Alexandria, Virginia, acts as the prime contractor to the IRS, and oversees contract operations being carried out by 35 additional JWOD-participating nonprofit agencies located in 24 states. ServiceSource also operates its own Central Mail Facility, an 11,000- sq. ft. building where the IRS's incoming mail is examined by x-ray, sorted and sent to the satellite offices for distribution. The 27 on-site JWOD employees are also trained to detect hazardous substances. Through automated systems connecting the various JWOD nonprofits working on the contract, ServiceSource can provide the IRS with detailed information and cost saving suggestions.

The IRS also partnered with the JWOD Program to provide secure document destruction services at 85 IRS locations across the western and mid-western United States. For more information about this contract, see page 8 of this report.

Air Force—Telephone Switchboard Operation
National Industries for the Blind (NIB) holds a prime contract with the Air Force's Air Mobility Command to provide Telephone

Switchboard Operation services at 12 locations, including Scott Air Force Base, Illinois; Travis Air Force Base, California; and Andrews Air Force Base, Maryland. These locations require telephone switchboard operations services 24 hours per day, 7 days per week. To meet this need, NIB subcontracts to 12 JWOD-participating agencies which employ more than 100 people who are blind or have other severe disabilities on this contract. This consolidated contract saves Air Force personnel time and administrative costs, and provides Air Force personnel and their families with consistent, quality service.

JWOD employees from the **Oklahoma League for the Blind** working at **Tinker Air Force Base, Oklahoma**, also play a key role in the "Heart-to-Heart" program, a Department of Defense effort to keep up the morale of deployed personnel. By calling Tinker Air Force Base, deployed personnel anywhere in the world can be patched through anytime, day or night, to a friend or loved one in the United States. And, also through Heart-to-Heart, family members in the United States are able to call their deployed relatives once a week. JWOD employees manage all of the switchboard services for this program, which positively benefits Americans across the country and around the world.

JWOD Nationwide Results

State	JWOD Nonprofits	JWOD Employees	JWOD DL Hours	JWOD Wages	JWOD Sales
Alabama	9	650	745,417	\$5,601,167	\$26,991,332
Alaska	6	276	167,932	\$1,864,549	\$7,122,139
Arizona	11	538	531,209	\$4,705,189	\$20,347,849
Arkansas	5	346	331,870	\$2,448,738	\$12,778,977
California	44	2,636	3,104,200	\$30,650,052	\$125,683,535
Colorado	7	1,240	971,235	\$8,911,559	\$27,347,303
Connecticut	6	630	265,152	\$1,998,301	\$15,856,036
Delaware	3	50	40,283	\$461,152	\$1,792,990
District of Columbia	6	536	523,956	\$5,379,256	\$16,004,593
Florida	16	2,564	1,995,993	\$15,979,258	\$75,226,653
Georgia	20	936	995,790	\$8,237,153	\$32,527,250
Guam	1	74	54,540	\$378,453	\$1,925,906
Hawaii	6	210	243,408	\$2,284,767	\$9,595,041
Idaho	7	1,134	777,591	\$7,887,359	\$23,717,510
Illinois	24	953	750,700	\$7,098,051	\$28,662,292
Indiana	11	722	559,188	\$3,038,513	\$57,242,032
Iowa	5	134	52,600	\$522,483	\$1,243,464
Kansas	7	319	424,831	\$3,253,249	\$56,405,043
Kentucky	7	1,112	898,197	\$6,289,136	\$41,211,190
Louisiana	12	553	589,608	\$4,903,998	\$33,124,086
Maine	4	293	146,624	\$1,336,405	\$27,579,826
Maryland	15	2,919	2,925,574	\$29,333,774	\$112,525,552
Massachusetts	13	445	348,422	\$3,442,139	\$11,143,207
Michigan	20	1,043	1,065,919	\$9,516,369	\$79,699,850
Minnesota	7	510	425,336	\$3,493,365	\$22,602,806
Mississippi	11	566	429,116	\$3,805,385	\$17,714,717
Missouri	10	622	454,008	\$3,343,070	\$25,901,154
Montana	4	236	105,499	\$410,484	\$2,452,664
Nebraska	5	256	185,893	\$1,406,225	\$9,512,249
Nevada	4	108	136,527	\$1,049,108	\$5,793,557
New Jersey	9	428	473,983	\$5,001,801	\$15,124,105
New Mexico	7	287	338,158	\$3,223,604	\$8,840,481
New York	45	2,415	1,842,589	\$21,717,645	\$108,727,316
North Carolina	19	2,266	2,022,968	\$15,969,659	\$142,534,398
North Dakota	6	253	194,137	\$1,492,624	\$5,518,251
Ohio	20	795	724,625	\$7,319,734	\$30,609,323
Oklahoma	8	409	413,229	\$3,322,482	\$19,522,732
Oregon	12	235	266,840	\$3,173,211	\$7,814,232
Pennsylvania	35	1,437	982,006	\$6,350,591	\$41,406,537
Rhode Island	4	232	198,956	\$2,319,892	\$5,430,787
South Carolina	18	1,230	601,352	\$4,847,129	\$14,080,062
South Dakota	6	218	222,275	\$1,622,942	\$5,883,193
Tennessee	11	521	411,862	\$3,312,045	\$75,845,862
Texas	37	5,285	5,429,434	\$44,633,969	\$322,937,127
Utah	4	254	307,510	\$3,225,818	\$7,509,854
Vermont	1	6	7,549	\$95,053	\$187,613
Virginia	28	2,624	2,599,491	\$25,440,801	\$94,573,467
Washington	24	1,110	1,163,390	\$14,556,860	\$53,151,118
West Virginia	12	332	353,560	\$3,076,003	\$8,282,292
Wisconsin	12	2,307	1,949,296	\$16,041,638	\$149,565,634
Wyoming	3	48	44,537	\$449,387	\$1,051,796
TOTALS	627	45,303	40,794,368	\$366,221,596	\$2,048,326,986

JWOD Program Nonprofit Agencies

Nonprofit agencies authorized to provide products and/or services under the JWOD Program during FY 2004 are listed below.

There were a total of 627 nonprofit agencies with items on the Committee's Procurement List.

ALABAMA (10)

Anniston

Opportunity Center Easter Seal Rehabilitation Facility (NISH)

Birmingham

Alabama Goodwill Industries, Inc. (NISH)

Easter Seals of the Birmingham Area (NISH)

Huntsville

Huntsville Rehabilitation Foundation (NISH)

The ARC of Madison County, Inc. (NISH)

Loxley

Association for Retarded Citizens of Baldwin County, Inc. (NISH)

Mobile

GWI Services, Inc. (NISH)

Montgomery

Goodwill Industries of Central Alabama, Inc. (NISH)

Muscle Shoals

Northwest Alabama Easter Seal Children's Clinic—Rehabilitation Center (NISH)

Talladega

Alabama Industries for the Blind (NIB)

ALASKA (5)

Anchorage

Assets, Inc. (NISH)

M. C. Resources Management (NISH)

MQC Enterprises, Inc. (NISH)

Fairbanks

Fairbanks Resource Agency (NISH)

Juneau

REACH, Inc. (NISH)

ARIZONA (11)

Bisbee

Cochise County Association for the Handicapped (NISH)

Nogales

Santa Cruz Training Programs, Inc. (NISH)

Phoenix

Arizona Industries for the Blind (NIB)

Goodwill Community Services, Inc. (NISH)

Tempe

The Centers for Habilitation/TCH (NISH)

Tucson

Arizona Training Program at Tucson (NISH)

Beacon Group SW, Inc. (NISH)

Catholic Community Services of Southern Arizona, Inc. (NISH)

J.P. Industries, Inc. (NISH)

Tucson Association for the Blind & Visually Impaired (NIB)

Yuma

Yuma WORC Center, Inc. (NISH)

ARKANSAS (5)

Fort Smith

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

BOST, Inc. (NISH)

Jacksonville

Pathfinder, Inc. (NISH)

Little Rock

The Arkansas Lighthouse for the Blind (NIB)

Pine Bluff

Jenkins Memorial Children's Center and Jenkins Industries, Inc. (NISH)

CALIFORNIA (44)

Bakersfield

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

Baldwin Park

Work Orientation and Rehabilitation Company, Inc. (NISH)

Concord

Phoenix Programs, Inc. (NISH)

El Centro

Association for Retarded Citizens—Imperial Valley (NISH)

Imperial County Work Training Center, Inc. (NISH)

Fontana

The Fontana Rehabilitation Workshop (NISH)

Hanford

Kings Rehabilitation Center, Inc. (NISH)

Lancaster

Desert Haven Enterprises, Inc. (NISH)

Lompoc

Life Options, Vocational and Resource Center (NISH)

Los Angeles

Asian Rehabilitation Services, Inc. (NISH)

Exceptional Children's Foundation (NISH)

Goodwill Industries of Southern California (NISH)



Mt. Shasta

Siskiyou Opportunity Center (NISH)

Napa

Napa Valley PSI, Inc. (NISH)

Oakland

Calidad Industries, Inc. (NISH)

The Independent Way (NISH)

Palo Alto

VTF Services (NISH)

Pasadena

Foothill Workshop for the Handicapped, Inc. (NISH)

Perris

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

Red Bluff

Tehama County Opportunity Center, Inc. (NISH)

Redding

Shasta County Opportunity Center (NISH)

Richmond

Rubicon Programs, Inc. (NISH)

Ridgecrest

Desert Area Resources and Training (NISH)

Rohnert Park

North Bay Rehabilitation Services, Inc. (NISH)

Roseville

PRIDE Industries (NISH)

Sacramento

Crossroads Building Services, Inc. (NISH)

Easter Seal Society of Superior California (NISH)

San Bruno

Work Transition Services (NISH)

San Diego

Job Options, Inc. (NISH)

The ARC of San Diego (NISH)

San Francisco

Recreation Center for the Handicapped, Inc. (NISH)

Rose Resnick Lighthouse for the Blind (NIB)

Toolworks, Inc. (NISH)

Santa Ana

Landmark Services, Inc. (NISH)

Santa Clara

Hope Services (NISH)

Project HIRED (NISH)

Santa Maria

VTC Enterprises (NISH)

South El Monte

Lincoln Training Center and Rehabilitation Workshop (NISH)

Stockton

Valley Service Connection, Inc. (NISH)

Torrance

Social Vocational Services, Inc. (NISH)

Truckee

Pacific Coast Community Services (NISH)

Vallejo

Solano Diversified Services (NISH)

Ventura

Association for Retarded Citizens—Ventura County, Inc. (NISH)

Woodland

Yolo Employment Services (NISH)

COLORADO (7)**Colorado Springs**

Aspen Diversified Industries, Inc. (NISH)

Goodwill Industrial Services Corporation (NISH)

Denver

Bayaud Industries, Inc. (NISH)

Platte River Industries, Inc. (NISH)

Fort Collins

Foothills Gateway, Inc. (NISH)

Pueblo

Pueblo Diversified Industries, Inc. (NISH)

Westminster

North Metro Community Services for Developmentally Disabled (NISH)

CONNECTICUT (6)**Bridgeport**

The Kennedy Center, Inc. (NISH)

**Enfield**

Greater Enfield Allied Rehabilitation Centers, Inc. (NISH)

New Britain

CW Resources, Inc. (NISH)

Uncasville

Easter Seal Rehabilitation Center of Southeastern Connecticut, Inc. (NISH)

Waterbury

Easter Seal Rehabilitation Center of Greater Waterbury, Inc. (NISH)

WindSOR

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

DELAWARE (3)**Milford**

Kent-Sussex Industries, Inc. (NISH)

New Castle

Delaware Industries for the Blind (NIB)

Wilmington

Opportunity Center, Inc. (NISH)

DISTRICT OF COLUMBIA (6)**Washington**

Anchor Mental Health Association (NISH)

Columbia Lighthouse for the Blind (NIB)

Davis Memorial Goodwill Industries (NISH)

Lt. Joseph P. Kennedy Institute (NISH)

Service Disabled Veterans Business Association (NISH)

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

FLORIDA (16)**Daytona Beach**

ACT CORP. (NISH)

Ft. Lauderdale

United Cerebral Palsy of Broward County, Inc. (NISH)

Gainesville

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

Green Cove Springs

CCAR Services, Inc. (NISH)

Jacksonville

GINFL Services, Inc. (NISH)

Lake City

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

Miami

Easter Seals Miami-Dade, Inc. (NISH)

Goodwill Industries of South Florida, Inc. (NISH)

Orlando

Goodwill Industries of Central Florida (NISH)

Pensacola

Lakeview Center, Inc. (NISH)

Rockledge

ARC-Brevard, Inc. (NISH)

Brevard Achievement Center, Inc. (NISH)

St. Petersburg

JobWorks, Inc. (NISH)

Tampa

MacDonald Training Center, Inc. (NISH)

Tampa Lighthouse for the Blind (NIB)

West Palm Beach

Gulfstream Goodwill Industries, Inc. (NISH)

GEORGIA (20)**Americus**

Middle Flint Behavioral HealthCare—Sumter County Mental Retardation Center (NISH)

Atlanta

Bobby Dodd Institute, Inc. (NISH)

Goodwill Industries of North Georgia, Inc. (NISH)

Augusta

Easter Seals East Georgia, Inc. (NISH)

Bainbridge

Georgia Industries for the Blind (NIB)

Columbus

Power Works Industries, Inc. (NISH)

Dublin

Middle Georgia Diversified Industries, Inc. (NISH)

Dunwoody

Jewish Vocational Services, Inc. (NISH)

Jonesboro

WORKTEC (NISH)

LaGrange

New Ventures Enterprises, Inc. (NISH)

Macon

Good Vocations, Inc. (NISH)

Marietta

Nobis Enterprises, Inc. (NISH)

Montezuma

Macon County Mental Retardation Services Center (NISH)

Rome

Sheltered Work Services of Rome, Inc. (NISH)

Savannah

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

Smyrna

Blind & Low Vision Services of North Georgia (NIB)

Thomasville

Thomas-Grady Mental Retardation Service Center (NISH)

Warner Robins

Epilepsy Association of Georgia (NISH)

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

NAMI—Central Georgia, Inc. (NISH)

GUAM (1)**Tamuning**

Able Industries of the Pacific (NISH)

HAWAII (6)**Hilo**

The ARC of Hilo (NISH)

Honolulu

Goodwill Contract Services of Hawaii, Inc. (NISH)

Lanakila Rehabilitation Center for the Blind (NIB)

Network Enterprises, Inc. (NISH)

Wahiawa

Opportunities for the Retarded, Inc. (NISH)

Wailuku

Ka Lima O Maui, Ltd. (NISH)

IDAHO (7)**Blackfoot**

Dawn Enterprises, Inc. (NISH)

Caldwell

Western Idaho Training Company, Inc. (NISH)

Couer d'Alene

TESH, Inc. (NISH)

Eagle

Trace, Inc. (NISH)

Idaho Falls

Development Workshop, Inc. (NISH)

Pocatello

New Day Products, Inc. (NISH)

Sand Point

Panhandle Special Needs, Inc. (NISH)

ILLINOIS (24)**Alton**

Challenge Unlimited, Inc. (NISH)

Belleville

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

Bloomington

Occupational Development Center, Inc. (NISH)

Carthage

Hancock County Mental Health Center, Inc. (NISH)

Chicago

Ada S. McKinley Community Services (NISH)

Chicago Association for Retarded Citizens (NISH)

Community Counseling Centers of Chicago, Inc. (NISH)

Jewish Vocational Service and Employment Center (NISH)

Lester and Rosalie Anitxter Center (NISH)

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

Thresholds Rehabilitation Inc. (NISH)

Danville

REHAB Products and Services, Inc. (NISH)

Highland Park

Opportunity, Inc. (NISH)

Lanark

Rolling Hills Progress Center, Inc. (NISH)

Mt. Vernon

Jefferson County Comprehensive Services, Inc. (NISH)

Murphysboro

Specialized Training for Adult Rehabilitation (NISH)

Paris

Human Resources Center of Edgar and Clark Counties (NISH)

Peoria

Community Workshop and Training Center, Inc. (NISH)

Rock Island

Association for Retarded Citizens of Rock Island County (NISH)

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

Rockford

OMNI Business Services, Inc. (NISH)

Rolling Meadows

Clearbrook Center, Inc. (NISH)

Skokie

The Douglas Center (NISH)

West Frankfort

Franklin-Williamson Human Services, Inc. (NISH)

INDIANA (11)**Bloomington**

Stone Belt ARC, Inc. (NISH)

Gary

Tradewinds Rehabilitation Center (NISH)

Green Castle

Child-Adult Resource Services, Inc. (NISH)

Indianapolis

Bosma Industries for the Blind (NIB)

Crossroads Rehabilitation Center, Inc. (NISH)

GW Commercial Services, Inc. (NISH)

Linton

Four Rivers Resource Services, Inc. (NISH)

New Albany

Rauch Rehabilitation and Developmental Services, Inc. (NISH)

Paoli

Orange County Rehabilitative and Developmental Services, Inc. (NISH)

Shelbyville

Shares Inc. (NISH)

Vincennes

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

Lawrence

Cottonwood, Inc. (NISH)

McPherson

MCDS Federal Contracting, Inc. (NISH)

Topeka

Topeka Association for Retarded Citizens (NISH)

Wichita

Business Technology Career Opportunities (BTCO) (NISH)

Center Industries Corporation (NISH)

Envision, Inc. (NIB)

KENTUCKY (7)**Corbin**

Southeastern Kentucky Rehabilitation Industries, Inc. (NISH)

Danville

Pioneer Vocational/Industrial Services, Inc. (NISH)

Hopkinsville

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

Lexington

Opportunity Workshop of Lexington, Inc. (NISH)

Louisville

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

Goodwill Industries of Kentucky (NISH)

Owensboro

Opportunity Center Workshop, Inc. (NISH)

LOUISIANA (12)**Baton Rouge**

Louisiana Industries for the Disabled, Inc. (NISH)

Berwick

Bayou Industrial Maintenance Services, Inc. (NISH)

Jena

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

Lake Charles

Calcasieu Association for Retarded Citizens, Inc. (NISH)

Leesville

Vernon Sheltered Workshop, Inc. (NISH)

Many

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

New Orleans

Goodworks, Inc. (NISH)

The Lighthouse for the Blind in New Orleans (NIB)

Shreveport

Louisiana Association for the Blind (NIB)

North Louisiana Goodwill Industries Rehabilitation Center, Inc. (NISH)

The Arc of Caddo-Bossier (NISH)

Slidell

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

MAINE (4)**Auburn**

Pathways, Inc. (NISH)

Augusta

Motivational Services, Inc. (NISH)

Belfast

Group Home Foundation, Inc. (NISH)

Portland

Northern New England Employment Services (NISH)

MARYLAND (15)**Aberdeen**

The Arc Northern Chesapeake Region, Inc. (NISH)

Baltimore

Alliance, Inc. (NISH)

Blind Industries & Services of Maryland (NIB)

Goodwill Industries of the Chesapeake, Inc. (NISH)

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

The Arc of Baltimore, Inc. (NISH)

The Chimes, Inc. (NISH)

Columbia

Humanim, Inc. (NISH)

Easton

Chesapeake Bay Industries, Inc. (NISH)

Frederick

Jeanne Bussard Center, Inc. (NISH)

Hagerstown

Hagerstown Goodwill Industries, Inc. (NISH)

Hollywood

The Center for Life Enrichment, Inc. (NISH)

Rockville

The Arc of Montgomery County, Inc. (NISH)

Silver Spring

CHI Centers, Inc. (NISH)

Upper Marlboro

Melwood Horticultural Training Center (NISH)

MASSACHUSETTS (13)**Boston**

Community Workshops, Inc. (NISH)

Morgan Memorial Goodwill Industries (NISH)

National Telecommuting Institute, Inc. (NISH)

Braintree

Employ&Ability, Inc. (NISH)

Chicopee

FOR Community Services, Inc. (NISH)

Concord

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

Hyannis

Nauset, Inc. (NISH)

Malden

Ferguson Industries for the Blind (NIB)

**IOWA (5)****Des Moines**

Goodwill Solutions, Inc. (NISH)

Iowa City

Goodwill Industries of Southeast Iowa (NISH)

Newton

Progress Industries (NISH)

Rock Valley

Hope Haven, Inc. (NISH)

Shenandoah

Nishna Productions, Inc. (NISH)

KANSAS (7)**Junction City**

Great Plains Enterprises, Inc. (NISH)

Marshfield
Road to Responsibility,
Inc. (NISH)

North Quincy
Work, Inc. (NISH)

Pittsfield
Berkshire County Arc, Inc.
(NISH)

Springfield
Goodwill Industries of the
Springfield/Hartford Area,
Inc. (NISH)

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

MICHIGAN (20)

Alpena
Northeastern Michigan
Rehabilitation and
Opportunity Center
(NEMROC) (NISH)

Ann Arbor
Washtenaw County
Community Support and
Treatment Services (NISH)

Auburn Hills
New Horizons
Rehabilitation Services,
Inc. (NISH)

Battle Creek
Calhoun County
Community Mental Health
Services (NISH)
Navigations, Inc. (NISH)

Brighton
Work Skills Corporation
(NISH)

Caro
Tuscola County
Community Mental Health
Services (NISH)

Grand Rapids
Hope Network Services
Corporation (NISH)

Holland
Kandu Industries, Inc.
(NISH)

Kalamazoo
MidWest Enterprises for
the Blind (NIB)
MRC Industries, Inc.
(NISH)

Kingsford
Trico Opportunities, Inc.
(NISH)

Lansing
Peckham Vocational
Industries, Inc. (NISH)

Muskegon
Goodwill Industries of West
Michigan, Inc. (NISH)

Port Huron
The Arc of St. Clair County
(NISH)

Saginaw
SVRC Industries, Inc.
(NISH)

Sault Ste. Marie
Northern Transitions, Inc.
(NISH)

Southfield
Jewish Vocational Service
and Community Workshop
(NISH)

Traverse City
G.W. Services of Northern
Michigan, Inc. (NISH)
GTP Industries, Inc.
(NISH)

MINNESOTA (7)

Duluth
Goodwill Industries
Vocational Enterprises,
Inc. (NISH)

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

Minnetonka
JVS Works, Inc. (NISH)

Rochester
Ability Building Center,
Inc. (NISH)

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

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

MISSISSIPPI (11)

Greenville
AbilityWorks, Inc of
Washington County (NISH)

Greenwood
AbilityWorks, Inc. of
Greenwood (NISH)

Gulfport
Mississippi Goodworks,
Inc. (NISH)

Jackson
AbilityWorks, Inc. of
Jackson (NISH)

Mississippi Industries for
the Blind (NIB)

Long Beach
AbilityWorks, Inc. of
Harrison County (NISH)
South Mississippi Regional
Center (NISH)

Meridian
AbilityWorks, Inc. of
Meridian (NISH)

Oxford
AbilityWorks, Inc. of
Oxford (NISH)

Ridgeland
Goodwill Industries of
Mississippi, Inc. (NISH)

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

MISSOURI (10)

Harrisonville
Casco Area Workshop, Inc.
(NISH)

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

Kansas City
Alphapointe Association
for the Blind (NIB)

The Helping Hand of
Goodwill Industries
Extended Employment
SWS (NISH)

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

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

Sedalia
Cooperative Workshops,
Inc. (NISH)

Springfield
Springfield Workshop, Inc.
(NISH)

St. Louis
Lighthouse for the Blind
(NIB)

MGI Services Corporation
(NISH)

MONTANA (4)

Billings
Community Option Resource
Enterprises, Inc. (NISH)

Butte
BSW, Inc. (NISH)

Helena
Helena Industries, Inc.
(NISH)

Missoula
Opportunity Resources,
Inc. (NISH)

NEBRASKA (5)

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

Lincoln
Goodwill Services, Inc.
(NISH)

Nebraska City
Region V Services (NISH)

Omaha
Goodwill Specialty
Services, Inc. (NISH)
Outlook Nebraska (NIB)

NEVADA (4)

Las Vegas
ISIGHT, Inc. (NIB)

Opportunity Village
Association for Retarded
Citizens (NISH)

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

NEW JERSEY (9)

Cedar Knolls
Employment Horizons,
Inc. (NISH)

Eatontown

Monmouth Center for Vocational Rehabilitation (NISH)

Edison

Edison Sheltered Workshop, Inc. (NISH)

Hackensack

North Jersey Friendship House, Inc. (NISH)

The Arc of Bergen and Passaic Counties, Inc. (NISH)

Mt. Holly

Occupational Training Center of Burlington County (NISH)

Orange

The First Occupational Center of New Jersey (NISH)

Runnemede

Bestwork Industries for the Blind (NIB)

Somerset

New Jersey Association of the Deaf-Blind (NIB)

NEW MEXICO (7)**Albuquerque**

New Mexico Industries for the Blind (NIB)

Adelante Development Center, Inc. (NISH)
RCI, Inc. (NISH)

Artesia

Door of Opportunity, Inc. (NISH)

Clovis

ENMRSH, Inc. (NISH)

Las Cruces

Tresco, Inc. (NISH)

Santa Fe

Presbyterian Medical Services (NISH)

NEW YORK (45)**Albany**

Northeastern Association of the Blind at Albany (NIB)

Amsterdam

Montgomery County Chapter, NYSARC, Inc. (NISH)

Astoria

Goodwill Industries of Greater New York and Northern New Jersey, Inc. (NISH)

Binghamton

Able Industries, Inc. (NISH)

Blind Work Association (NIB)

Brooklyn

Federation Employment and Guidance Service (NISH)

New York City Industries for the Blind (NIB)

Buffalo

Elizabeth Pierce Olmstead, M.D., Center for the Visually Impaired (NIB)

Phoenix Frontier, Inc. (NISH)

Canandaigua

Ontario County Chapter, NYSARC, Inc. (NISH)

Canton

St. Lawrence County Chapter, NYSARC (NISH)

Cortland

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

Fairport

Continuing Developmental Services, Inc. (NISH)

Fulton

Oswego Industries, Inc. (NISH)

Herkimer

Herkimer County Chapter, NYSARC, Inc. (NISH)

Jamestown

Chautauqua County Chapter, NYSARC (NISH)

Kingston

Gateway Community Industries, Inc. (NISH)

Malone

Citizen Advocates, Inc. (NISH)

**Menands**

The Workshop, Inc. (NISH)

Middletown

New Dynamics Corporation (NISH)

Occupations, Inc. (NISH)

New York

Fedcap Rehabilitation Services, Inc. (NISH)

The Corporate Source, Inc. (NISH)

Niagara Falls

Niagara County Chapter, NYSARC (NISH)

Oakdale

Skills Unlimited, Inc. (NISH)

Olean

Cattaraugus County Chapter, NYSARC (NISH)

Penn Yan

Yates County Chapter NYSARC, Inc. (NISH)

Plattsburgh

Clinton County Chapter, NYSARC, Inc. (NISH)

Rochester

ABVI & Goodwill Industries of Greater Rochester (NIB)

Lifetime Assistance, Inc. (NISH)

Rochester Psychiatric Center (NISH)

Rochester Rehabilitation Center (NISH)

Sardinia

Suburban Adult Services, Inc. (NISH)

Schenectady

Uncle Sam's House, Inc. (NISH)

Scotia

Schenectady County Chapter, NYSARC, Inc. (NISH)

Slingerlands

Albany County Chapter, NYSARC, Inc. (NISH)

Syracuse

Aurora of Central New York (NIB)

Onondaga County Chapter, NYSARC, Inc. (NISH)

Utica

Central Association for the Blind & Visually Impaired (NIB)

Human Technologies Corporation (NISH)

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

Walton

Delaware County Chapter, NYSARC, Inc. (NISH)

Waterloo

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

Watertown

Jefferson County Chapter, NYSARC (NISH)

Watkins Glen

Schuyler County Chapter,
NYSARC, Inc. (NISH)

**NORTH CAROLINA
(19)****Brevard**

Transylvania Vocational
Services, Inc. (NISH)

Charlotte

Lions Services, Inc. (NIB)
Nevins, Inc. (NISH)

Durham

Durham Exchange Club
Industries, Inc. (NISH)
L.C. Industries for the
Blind (NIB)

Fayetteville

Employment Source, Inc.
(NISH)

Gastonia

Gaston Skills, Inc. (NISH)

Greensboro

Industries of the Blind
(NIB)

Greenville

Eastern Carolina
Vocational Center, Inc.
(NISH)

Hertford

Skills, Inc. (NISH)

Hillsborough

Orange Enterprises, Inc.
(NISH)

Jacksonville

Coastal Enterprises of
Jacksonville, Inc. (NISH)

Kinston

Lions Industries for the
Blind (NIB)

Marble

Industrial Opportunities,
Inc. (NISH)

New Bern

CETC, Inc. (NISH)

North Wilkesboro

Wilkes County Vocational
Workshop, Inc. (NISH)

Raleigh

Raleigh Lions Clinic for
the Blind (NIB)

Washington

Beaufort County
Developmental Center,
Inc. (NISH)

Winston-Salem

Winston-Salem Industries
for the Blind (NIB)

NORTH DAKOTA (6)**Bismarck**

Pride, Inc. (NISH)

Devils Lake

Lake Region Corporation
(NISH)

Fargo

Vocational Training Center
(NISH)

Jamestown

Alpha Opportunities, Inc.
(NISH)

Minot

MVW Services, Inc. (NISH)

Valley City

Open Door Center (NISH)

OHIO (20)**Akron**

Community Support
Services, Inc. (NISH)

Weaver Industries, Inc.
(NISH)

Canton

The Workshops, Inc. (NISH)

Cincinnati

CRI (NISH)

Ohio Valley Goodwill
Industries Rehabilitation
Center, Inc. (NISH)

The Clovernook Center—
Opportunities for the Blind
(NIB)

Cincinnati Association for
the Blind (NIB)

Cleveland

Goodwill Industries of
Greater Cleveland, Inc.
(NISH)

VGS, Inc. (NISH)

Dayton

Eastway Corporation
(NISH)

Goodwill Industries of the
Miami Valley (NISH)

Elyria

Murray Ridge Production
Center, Inc. (NISH)

Mansfield

Richland County Board of
Mental Retardation &
Developmental Disabilities
(NISH)

Marion

MARCA Industries, Inc.
(NISH)

Newark

Licking-Knox Goodwill
Industries, Inc. (NISH)

Springfield

Clark County Board of
Mental Retardation &
Developmental Disabilities
(NISH)

Stryker

Quadco Rehabilitation
Center, Inc. (Northwest
Products Division) (NISH)

Toledo

ContracTech, Inc. (NISH)

Xenia

Greene, Inc. (NISH)

Youngstown

Youngstown Area Goodwill
Industries (NISH)

OKLAHOMA (8)**Anadarko**

APEX, Inc. (NISH)

Lawton

Goodwill Industries of
Southwest Oklahoma, Inc.
(NISH)

Midwest City

Mid-Del Group Home, Inc.
(NISH)

Moore

Work Activity Center, Inc.
(NISH)

Muskogee

Golden Rule Industries of
Muskogee, Inc. (NISH)

Oklahoma City

Dale Rogers Training
Center, Inc. (NISH)

Oklahoma Goodwill
Industries, Inc. (NISH)

The Oklahoma League for
the Blind (NIB)

OREGON (12)**Ashland**

Pathway Enterprises, Inc.
(NISH)

Astoria

Clatsop County
Developmental Training
Center Association (NISH)

Hood River

Hood River Sheltered
Workshop (NISH)

Klamath Falls

Klamath County Mental
Health (NISH)

Lebanon

Willamette Valley
Rehabilitation Center, Inc.
(NISH)

Medford

Living Opportunities, Inc.
(NISH)

Portland

Blind Enterprises of
Oregon (NIB)

DePaul Industries (NISH)

Portland Habilitation
Center, Inc. (NISH)

The Port City Development
Center (NISH)

Roseburg

Sunrise Enterprises of
Roseburg, Inc. (NISH)

Salem

Garten Services, Inc.
(NISH)

**PENNSYLVANIA
(35)****Aston**

Elwyn, Inc. (NISH)

Athens

Penn-York Opportunities
for the Handicapped, Inc.
(NISH)

Bethlehem

Via of the Lehigh Valley,
Inc. (NISH)

Chester

Delco Blind/Sight Center (NIB)

Coatesville

Chester County Branch, PA Association for the Blind (NIB)

Erie

Dr. Gertrude A. Barber Center, Inc. (NISH)

Greensburg

Rehabilitation Center and Workshop, Inc. (NISH)

Westmoreland County Branch, PA Association for the Blind (NIB)

Harrisburg

Goodwill Services, Inc. (NISH)

Indiana

Indiana County Blind Association (NIB)

Johnstown

Cambria County Association for the Blind and Handicapped (NISH)

Goodwill Industries of the Conemaugh Valley, Inc. (NISH)

Lancaster

Susquehanna Association for the Blind & Visually Impaired (NIB)

Lebanon

Quality Employment Services and Training, Inc. (NISH)

Lewistown

Juniata Association for the Blind (NIB)

Meadow Lands

Arc Human Services, Inc. (NISH)

Mechanicsburg

Cumberland-Perry Association for Retarded Citizens (NISH)

New Castle

Lark Enterprises, Inc. (NISH)

New Kensington

Family Services of Western PA (NISH)

Philadelphia

Horizon House, Inc. (NISH)

Pittsburgh

ARC—Allegheny (NISH)

The Easter Seal Society of Western PA (NISH)

Goodwill Commercial Services, Inc. (NISH)

Life'sWork of Western PA (NISH)

Pittsburgh Vision Services, Inc. (NIB)

Pottsville

United Cerebral Palsy of Schuylkill, Carbon & Northumberland Counties (NISH)

Scranton

Allied Health Care Services (NISH)

Sharon

Keystone Vocational Services (NISH)

Stroudsburg

The Burnley Workshop of the Poconos, Inc. (NISH)

Washington

Washington-Green County Branch, PA Association for the Blind (NIB)

White Haven

White Haven Center (NISH)

Wilkes-Barre

United Rehabilitation Services, Inc. (NISH)

Williamsport

Hope Enterprises, Inc. (NISH)

North Central Sight Services, Inc. (NIB)

York

York County Blind Center (NIB)

RHODE ISLAND (4)**Cranston**

CranstonArc (NISH)

Middletown

Newport County Chapter, Rhode Island Association for Retarded Citizens (NISH)

North Providence

Greater Providence Chapter, Rhode Island Association for Retarded Citizens (NISH)

Providence

In-Sight, Inc. (NIB)

SOUTH CAROLINA (18)**Aiken**

The Tri-Development Center of Aiken County, Inc. (NISH)

Beaufort

Beaufort Vocational Rehabilitation Center (NISH)

Charleston Heights

Charleston Vocational Rehabilitation Center (NISH)

Columbia

Lexington Vocational Rehabilitation Center (NISH)

Conway

Horry County Disabilities and Special Needs Board (NISH)

Easley

Pickens County Board of Disabilities and Special Needs (NISH)

Florence

Florence County Disabilities and Special Needs Board (NISH)

Greenville

Greenville County Disabilities and Special Needs Board (NISH)

Greenville Rehabilitation Center (NISH)

North Charleston

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

Orangeburg

Orangeburg County Disabilities and Special Needs Board (NISH)

Rock Hill

York County Mental Retardation and Developmental Disabilities Board (NISH)

Seneca

Oconee-Pickens Work Training Center (NISH)

Spartanburg

The Charles Lea Center for Rehab and Special Education, Inc. (NISH)

Summerville

Dorchester County Board of Disabilities and Special Needs (NISH)

Sumter

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

The Genesis Center (NISH)

Walterboro

Walterboro Vocational Rehabilitation Center (NISH)

SOUTH DAKOTA (6)**Aberdeen**

Adjustment Training Center, Inc. (NISH)

Box Elder

BH Services, Inc. (NISH)

Hot Springs

Southern Hills Developmental Services, Inc. (NISH)

Huron

Huron Area Center for Independence (NISH)

Pierre

OAHE, Inc. (NISH)

Sioux Falls

Sioux Vocational Services, Inc. (NISH)

TENNESSEE (11)**Clarksville**

Progressive Directions, Inc. (NISH)

Cookeville

Advocacy and Resources Corporation (NISH)

Jackson

Madison Haywood
Developmental Services
(NISH)

Johnson City

Dawn of Hope Development
Center, Inc. (NISH)

Knoxville

Goodwill Industries—
Knoxville, Inc. (NISH)

Knox County Association
for Retarded Citizens
(NISH)

Memphis

Memphis Goodwill
Industries, Inc. (NISH)

Shelby Residential and
Vocational Services, Inc.
(NISH)

Morristown

Lions Volunteer Blind
Industries (NIB)

Nashville

Ed Lindsey Industries for
the Blind (NIB)

Goodwill Government
Services, Inc. (NISH)

TEXAS (37)**Abilene**

Abilene Goodwill
Industries, Inc. (NISH)

Austin

Goodwill Industries of
Central Texas (NISH)

Professional Contract
Services, Inc. (NISH)

Relief Enterprise, Inc.
(NISH)

St. Vincent DePaul
Rehabilitation Services of
Texas, Inc. (NISH)

The Travis Association for
the Blind (NIB)

Beaumont

Goodwill Industries
Industrial Contracts and
Temporary Services, Inc.
(NISH)

Statewide Consolidated
Community Development
Corporation, Inc. (NISH)

Conroe

Tri-County Mental Health
and Mental Retardation
Services (NISH)

Corpus Christi

Goodwill Industries of
South Texas, Inc. (NISH)

Nueces County Mental
Health Mental Retardation
Community Center (NISH)

South Texas Lighthouse
for the Blind (NIB)

The RC Foundation (NISH)

Dallas

Dallas Lighthouse for the
Blind (NIB)

Goodwill Industries of
Dallas, Inc. (NISH)

LifeNet Community
Behavioral Healthcare
(NISH)

El Paso

El Paso Lighthouse (NIB)

Goodwill Industries of El
Paso (NISH)

National Center for
Employment of the
Disabled (NISH)

Fort Worth

Expanco, Inc. (NISH)

Goodwill Industries of Fort
Worth, Inc. (NISH)

Tarrant County Association
for the Blind (NIB)

Houston

CRI Federal Services
(NISH)

The Lighthouse for the
Blind of Houston (NIB)

San Angelo

Concho Resource Center
(NISH)

Mental Health-Mental
Retardation Services for
the Concho Valley (NISH)

West Texas Lighthouse for
the Blind (NIB)

San Antonio

Goodwill Industries of San
Antonio (NISH)

Mavagi Enterprises, Inc.
(NISH)

San Antonio Lighthouse
(NIB)



South Texas Housing and
Community Development
Corp., Inc. (NISH)

Training, Rehabilitation, &
Development Institute,
Inc. (NISH)

World Technical Services,
Inc. (NISH)

Tyler

East Texas Lighthouse for
the Blind (NIB)

Wichita Falls

Beacon Lighthouse, Inc.
(NIB)

North Texas State Hospital
(NISH)

Work Services Corporation
(NISH)

UTAH (4)**Clearfield**

Pioneer Adult
Rehabilitation Center
Davis County School
District (NISH)

Ogden

Enable Industries
Incorporated (NISH)

Salt Lake City

Community Foundation for
the Disabled, Inc. (NISH)

Utah Industries for the
Blind (NIB)

VERMONT (1)**Colchester**

Champlain Vocational
Services, Inc. (NISH)

VIRGINIA (28)**Alexandria**

Federal Dispute
Resolution Center (NIB)

Opportunities, Inc. (NISH)

ServiceSource, Inc.
(NISH)

Arlington

Sheltered Occupational
Center of Northern
Virginia, Inc. (NISH)

Bristol

Highlands Community
Services Board (NISH)

Charlottesville

Virginia Industries for the
Blind (NIB)

WorkSource Enterprises
(NISH)

Chesapeake

Chesapeake Service
Systems, Inc. (NISH)

Covington

Jackson River Enterprises
(NISH)

Fredericksburg

Rappahannock Goodwill
Industries, Inc. (NISH)

Hampton

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

Leesburg

Every Citizen Has
Opportunities, Inc. (NISH)

Lynchburg

Lynchburg Sheltered
Industries, Inc. (NISH)

Manassas

Didlake, Inc. (NISH)

Norfolk

Goodwill Industries of Hampton Roads, Inc. (NISH)

Louise W. Eggleston Center, Inc. (NISH)

Petersburg

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

Portsmouth

Portco, Inc. (NISH)

Richmond

Goodwill Services, Inc. (NISH)

Richmond Area Association for Retarded Citizens (NISH)

Salem

Goodwill Industries of the Valleys, Inc. (NISH)

Springfield

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

Victoria

Southside Training Employment Placement Services, Inc. (NISH)

Virginia Beach

Community Alternatives, Incorporated (NISH)

Diversified Industrial Concepts, Inc. (NISH)

Sara's Mentoring Center, Inc. (NISH)

Winchester

NW Works, Inc. (NISH)

Wytheville

Mount Rogers Community Mental Health—Mental Retardation Services Board (NISH)

WASHINGTON (24)**Bellingham**

Cascade Christian Services (NISH)

Lake Whatcom Residential and Treatment Center (NISH)

Bremerton

Holly Ridge Center (NISH)

Peninsula Services (NISH)

Clarkston

Asotin County Board of Commissioners—Developmental Services (NISH)

Ellensburg

Elmview (NISH)

Issaquah

AtWork! (NISH)

Kennewick

Columbia Industries (NISH)

Oak Harbor

New Leaf, Inc. (NISH)

Port Angeles

Diversified Resource Center (NISH)

Port Townsend

Skookum Educational Programs (NISH)

Republic

Ferry County Community Services (NISH)

Seattle

Northwest Center for the Retarded (NISH)

Provail (NISH)

Seattle Mental Health Institute, Inc. (NISH)

The Lighthouse for the Blind, Inc. (NIB)

Spokane

Career Connections (NISH)

Good Works, Inc. (NISH)

Pre-Vocational Training Center (NISH)

Sumner

VADIS (NISH)

Tacoma

Goodwill Contracting Services (NISH)

Vancouver

Vantech Enterprises N.W. (NISH)

Walla Walla

Lillie Rice Center (NISH)

Yakima

Yakima Specialties, Inc. (NISH)

WEST VIRGINIA (12)**Buckhannon**

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

Charleston

Goodwill Industries of Kanawha Valley, Inc. (NISH)

Clarksburg

Job Squad, Inc. (NISH)

Craigsville

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

Huntington

Goodwill Industries of KYOWVA Area, Inc. (NISH)

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

Maben

Integrated Resources, Inc. (NISH)

Parkersburg

SW Resources, Inc. (NISH)

Ronceverte

Gateway Industries, Inc. (NISH)

Star City

PACE Training and Evaluation Center, Inc. (NISH)

Weirton

Hancock County Sheltered Workshop, Inc. (NISH)

Wheeling

Russell Nesbitt Services, Inc. (NISH)

WISCONSIN (12)**Eau Claire**

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

Elkhorn

Vocational Industries, Inc. (NISH)

Fond du Lac

Brooke Industries, Inc. (NISH)

**Green Bay**

ASPIRO, Inc. (NISH)

La Crosse

ORC Industries, Inc. (NISH)

Riverfront Activity Center, Inc. (NISH)

Milwaukee

Associated Industries for the Blind (NIB)

Goodwill Industries of Southeastern Wisconsin, Inc. (NISH)

Industries for the Blind, Inc. (NIB)

Milwaukee Center for Independence, Inc. (NISH)

Wiscraft Inc.—Wisconsin Enterprises for the Blind (NIB)

Wisconsin Rapids

ODC Government Services, Inc. (NISH)

WYOMING (3)**Casper**

Northwest Community Action Programs of Wyoming, Inc. (NISH)

Cheyenne

Goodwill Industries of Wyoming, Inc. (NISH)

Magic City Enterprises, Inc. (NISH)

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Des Plaines, IL 60018
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Seattle, WA 98119
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Washington, DC

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and Metropolitan Chicago, Inc., Milwaukee, WI

HOPE Services, Santa Clara, CA

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Melwood Horticultural Training Center, Upper
Marlboro, MD

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Disabled, El Paso, TX

National Industries for the Blind, Alexandria, VA

NISH, Vienna, VA

Opportunity Village, Las Vegas, NV

ServiceSource, Alexandria, VA

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Who Are Blind or Severely Disabled

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