Creating employment opportunities for people with significant disabilities – SourceAmerica’s unwavering commitment to this mission drives all that we do. For 40 years this singular focus has resulted in new ideas, innovative solutions and customer-centered service.

As SourceAmerica looks forward, employment growth will continue to be our reason to exist. With the development of initiatives like Pathways to Careers, Ideas to Work, and the Franchise Program, we are exploring new ways to grow jobs for people with disabilities. But there is much more work to be done. We need to support new business lines and job initiatives, reinforce our efforts with the acquisition community to provide solutions that meet their evolving needs and continue to influence key public policies affecting people with disabilities.

2014 also marked the end of a chapter and the start of new one. Bob Chamberlin, President and CEO for over ten years retired and a new President and CEO, Steve Soroka, took the helm. What has not changed, however, is our steadfast dedication to people with disabilities, other stakeholders and our customers.

This past year was a challenging one; but not one without success stories, many of which are featured throughout this report. We hope that you will join us in 2015 as we continue to work toward a world where there are employment choices for every person with a disability.
Job Growth

As the economy continues to strengthen, SourceAmerica® took several steps to promote and create job growth for nonprofits and people with disabilities through new opportunities in franchising, e-recycling and the AbilityOne® Program.
U.S. Army Medical Command (MEDCOM) expanded its long-time relationship with AbilityOne during 2014 by adding healthcare housekeeping services in three new facilities: Madigan Army Medical Center, Bayne-Jones Army Hospital and the Presidio in Monterey. Madigan is the U.S. Army’s second largest medical treatment facility and is one of only three designated Level II trauma centers specializing in Army medicine. Their facilities include more than 40 buildings providing medical services for over 122,000 active duty service members, their families and retirees.

HHI will provide green cleaning practices in accordance with the Cleaning Industry Management Standard for Green Buildings. The projects will employ approximately 124 people with disabilities. The contract began on November 1, 2014 and has a projected annual value of nearly $12 million dollars.
Spices for DLA Troop Support Subsistence Program
DLA Subsistence Prime Vendor Program
NPA: CDS Monarch/Unistel, Rochester, NY

Starting in 2004, CDS Monarch/Unistel began working with SourceAmerica to grow its capacity to participate in the Federal procurement contracts administered by the Defense Logistics Agency. At the time, only two spices were on the Federal procurement list. Annual sales totaled $60,000, which allowed CDS Monarch/Unistel to only run one hand-filling machine, two days a week and employ four part-time individuals with disabilities to perform the work.

SourceAmerica played a critical role in ensuring that mandatory purchasing requirements were included in the Department of Defense (DoD) Subsistence Prime Vendor contracts, by 2014, 36 spices in various pack sizes were added to the Subsistence Prime Vendor Federal procurement list for garrison feeding. At the height of production (2010-2011), CDS Monarch/Unistel’s annual spice sales had grown to approximately $7.1 million. Though demand has fluctuated, spice production remains critical to employment for dozens of individuals with disabilities.
Mechanic Maintenance and Elevator Services

General Services Administration (GSA)

NPA: Fedcap, New York, NY

In fiscal year 2015, Fedcap will consolidate an existing custodial contract with a new 10-year Building Operations and Maintenance contract in New York City. The consolidation will eliminate redundant activities for Operations and Management Services at 225 and 271 Cadman Plaza in downtown Brooklyn, New York. The agreement will potentially cut annual costs by $80,000, saving the GSA more than $800,000 over the life of the contract. Groundwork for the consolidation was initiated in FY2014.

Over time, the contract will provide about a dozen full-time jobs for people with significant disabilities and requires workers to possess specific skilled trades, certifications, and licenses. The phase-in period has allowed Fedcap to partner with fellow nonprofit agencies, unions, state agencies and schools to identify candidates and develop appropriate training programs.
Payment Processing and Mailroom Distribution Services
Advanced Systems Inc., Fairfax, VA
NPA: Nobis Enterprises, Inc., Marietta, GA

SourceAmerica affiliate Nobis Enterprises provides a variety of services for the Veterans Affairs (VA) Financial Services Center and the VA Consolidated Patient Account Centers (CPAC). Activities include the validation of data, help desk activities and CPAC Mailroom Services. The work is performed via a subcontract agreement with Advanced Systems, Inc. (ASI), a service-disabled veteran owned small business prime contractor.

David Suddreth, Director of Government Services for Nobis Enterprises, Inc. is pleased to be able to provide employment opportunities for people with significant disabilities. “I see the impact on the people’s lives directly, on a day to day basis . . . Being able to support them to be successful in their jobs is a bright spot in my day.”

During the initial year of the contract, up to three full-time employees with disabilities worked for the VA Financial Services Center performing data validation and help desk services in Austin, Texas. The CPAC mailroom services contract has jobs for two Nobis Enterprises’ AbilityOne employees.
Franchising
SourceAmerica has negotiated terms and conditions with 15 partner firms to allow nonprofits to purchase and operate franchises. For the nonprofit agencies, franchising provides diverse employment opportunities for people with disabilities, including management and upward mobility options. In addition, nonprofit agencies benefit from the income generated by the franchise. Since the inception of the program in 2013, 12 franchise locations have been opened, providing jobs for some 40 workers with disabilities.

SUBWAY®
Summer 2014, SUBWAY® became the newest franchise partner for SourceAmerica and represents an important milestone in expanding job opportunities for people with significant disabilities. SUBWAY® is a highly recognizable brand that is rated the number one franchise opportunity in the Top 100 Global Franchises list compiled by Franchise Direct. SUBWAY® Program Manager Dan Vermilya greeted the new partnership with enthusiasm. “We are looking forward to forging successful relationships with many SourceAmerica nonprofit agencies and the people with significant disabilities that they serve.”

UPS Stores
In fiscal year 2014, two SourceAmerica affiliated nonprofit agencies opened The UPS Stores. The recent locations are in Watertown, NY near Ft. Drum U.S. Army base and owned by Jefferson Rehabilitation Center and in Ft. Eustis, VA owned by VersAbility. The UPS Stores offer a controlled environment with a collection of tasks that can be readily performed by people with significant disabilities.
CyclePoint

CyclePoint™ from SourceAmerica® is an important new commercial line of business in which almost all electronic waste—essentially anything with a power cord—is recycled through a national network of nonprofit agencies.

The need for “eRecycling” is clear: an estimated 50 million tons of electronic waste is produced each year in the U.S. alone. This offering is specifically designed to provide businesses and local communities with a convenient, secure, certified and eco-friendly means to properly recycle outdated electronics that complies with Federal, state and local government regulations. Customers will also benefit from CyclePoint’s complete data security, chain of custody, documentation of destruction and fully audited, certified end-of-life environmental management of their old electronics.

CyclePoint offers network participants a proven, effective business model that can create thousands of sustainable jobs for people with significant disabilities.

Seventeen agencies became “plank owners” within the CyclePoint network. When these agencies began operating under the CyclePoint name, they immediately became one of the nation’s largest networks of eRecyclers. The CyclePoint plank owners are Oswego Industries, Inc.; Abilities Unlimited of Jonesboro, Inc.; Do-All Incorporated; New Horizons Supported Services Inc.; Goodwill Industries of Central Oklahoma, Inc.; Glenkirk; VTC Enterprises; Good Works, Inc.; SHORE Community Services; Erie County Chapter, NYSARC, Inc.; ARC of Alachua; United Cerebral Palsy of the North Bay, Inc.; Garten Services, Inc.; Sheltered Work Activity Program, Inc.; Eastern Carolina Vocational Center; Goodwill Easter Seals of the Miami Valley and VersAbility Resources, Inc.

In December, New Horizons Supported Services, Inc., of Hyattsville, Md., had the distinction of moving the first load of e-Waste material under the CyclePoint brand.
Support for Wounded Warriors
Health Net Federal Services, LLC, Arlington, VA
NPA: Able Force, Inc., Tampa, FL

Health Net Federal Services, a Department of Defense (DoD) and Veterans Affairs (VA) contractor, has partnered with Able Force to provide employment in call center operations to veterans with disabilities and wounded U.S. military service members who are transitioning back into civilian life. Able Force has added 130 full-time equivalents (FTEs) on the subcontract with Health Net Federal Services. The partnership represents a mutual win-win, since it aligns with Health Net’s Veteran and Military Spouse Employment initiative, a plan to recruit, hire, train and retain veterans and military spouses into Health Net’s workforce. Thomas Carrato, president, Health Net Federal Services, highlighted the particular appeal of linking up with Able Force workers, “With their intimate knowledge of the military culture, and their work ethics of leadership, teamwork and dedication to the mission, hiring those who have served is not only the right thing to do, it is strategically good for business.”

Richard Salem, chairman and CEO of Able Force, a SourceAmerica affiliated Nonprofit Agency headquartered in Tampa, FL, further explained the value of the partnership: “We know firsthand that people with disabilities, including our wounded warriors, represent a talented, skilled and greatly untapped resource that can provide tremendous benefit to employers and our nation’s economy.” This relationship was developed under the Prime Contractor Program.

Saunders Manufacturing
Maine-based Saunders Manufacturing Co., Inc. is a privately held business that’s been in operation since 1947. The firm’s focus is on creating American made products that are environmentally friendly and benefit society.

Saunders launched a US-Works label to identify products that are manufactured in the U.S.A. by American employees who are blind and or have significant disabilities. It partners with nonprofit agencies to manufacture a variety of items such as office, custodial and safety supplies which are distributed and sold by leading resellers across multiple marketing channels. The products are used by a variety of industries and professions including general office, medical, emergency, police professionals, engineers and others.

SourceAmerica’s partnership with Saunders has provided the company with access to the network of 140 SourceAmerica-affiliated network nonprofit agencies nationwide. The network offers many benefits including broad manufacturing capabilities. Among the products that have emerged from the partnership are the Emergency Survival Kit, Roadside Safety Kit, Deluxe Field First Aid Kit, Office/Field First Aid Kit, Restaurant First Aid Kit and the Child Care First Aid Kit. Saunders products are available through leading retailers, online retailers and wholesalers.
Performance Excellence

SourceAmerica® promoted collaboration and quality through increased grassroots advocacy, forging new partnerships with the acquisition community, academia and the Federal Government, launch of a new advertising campaign and enhancements to the recommendation process for AbilityOne® contracts.
Self-Advocates Blaze A Trail On Capitol Hill

The largest ever SourceAmerica Grassroots Advocacy Conference took place from June 16–19, in Washington, D.C. Fifty-five self-advocates representing more than 50 nonprofit agencies came to the Hill to speak with members of Congress, share their stories with their fellow self-advocates, and receive training. For the first time, an advocacy/training track was established for family members of individuals with disabilities in addition to the traditional self-advocate and CRP staff tracks.

Opening remarks by Congressman Dan Maffei (D-NY) underscored the value of teaching self-advocates to share their individual experiences: “You all have tremendous stories to tell—stories about individuals, stories about empowerment, and stories about people who were left [out of the workforce]. Those are huge, those are very big deals, so tell your stories.”

The conference provides self-advocates with the opportunity to expand awareness and support for SourceAmerica and the AbilityOne Program. The annual meetings with policymakers on Capitol Hill play an important role in influencing public policies that address barriers to employment for people with significant disabilities. In 2014, the self-advocates completed over 300 visits to congressional offices and SourceAmerica awarded eight AbilityOne Champion plaques to members of Congress for their outstanding support of constituents with disabilities and the AbilityOne Program. As a result of the visits, several legislative measures were amended, some later progressing to be enacted as law, in support of employment of people with disabilities.

Impacting Legislation: Employment Supports for People with Disabilities

In July, President Obama signed H.R. 803, the Workforce Innovation and Opportunity Act. The legislation modernizes America’s workforce and job training system and vocation rehabilitation services to help people with disabilities enter the workforce. The legislation also enhances the Rehabilitation Act (vocational rehabilitation services) by prioritizing competitive integrated employment for individuals with disabilities, particularly youth with disabilities transitioning from schools to employment. SourceAmerica and our network of nonprofit agencies played an active role in the success of this measure. Our network communicated in support of the legislation nearly a thousand times, including over 300 in-person visits from people with significant disabilities during the June grassroots advocacy conference. SourceAmerica also met with key Congressional staffers over a two-year period on the development of the legislation and provided comprehensive feedback on the language.
Mark Micheli, editor of Excellence in Government Online for Government Executive, talks with Tina Ballard, executive director of the U.S. AbilityOne Commission®, and Dennis Fields, chief operating officer of SourceAmerica, about the challenges of growing employment for people with disabilities with the Federal Government.

Lesley Field, deputy administrator for Federal procurement policy in the Office of Management and Budget (OMB), discusses efforts to launch a framework that groups similar products and services into categories of spend.

Stan Soloway, president and CEO of the Professional Services Council, Charles Clark, senior correspondent for Government Executive, and Kay Ely, director of the General Services Administration’s Office of IT Schedule Programs, discuss how technology is changing the Federal acquisition environment.

Trends in Federal Procurement

In September 2014, SourceAmerica partnered with the acquisition community to discuss the future of Federal procurement in an age of reduced government spending. Various speakers included representatives from Federal agencies such as OMB’s Office of Federal Procurement Policy (OFPP) and the General Services Administration (GSA).

The Federal Government is projecting expenditures of nearly $600 billion in fiscal 2015 contract spending, down from spending in fiscal year 2014. Not surprisingly, a major topic of discussion among Federal procurement officials is about how agencies with procurement responsibilities are managing their reduced budgets. The OFPP is developing a “category management” system that groups together similar products and services into new categories of spending. The intent is to help Federal agencies make more informed buying decisions by making it easier for them to compare what other agencies are paying for various goods and services. Spending categories would be accessible via an electronic Common Acquisition Platform managed by the GSA.

Tina Ballard, executive director of the U.S. AbilityOne Commission®, and Dennis Fields, chief operating officer of SourceAmerica, shared the challenges of growing employment for people with disabilities with the Federal Government during a panel discussion.

As Federal agencies strain to keep up with mission demands in the face of dwindling resources, SourceAmerica, the national network of nonprofit agencies and the tens of thousands of people with disabilities employed on AbilityOne contracts are increasingly a vital resource.
Launch of New Community Outreach Campaign

For many years, SourceAmerica has been involved with various partners within disability, advocacy and employment-related organizations. To build on that foundation, in August SourceAmerica launched a new phase of communications and advertising that positions SourceAmerica as a leader in the disability community, leverages leadership presence with external organizations, continues to identify common ground within the disability community and mobilizes employees to self-advocate. The fully integrated marketing and communications campaign included print, online and radio advertising, public relations and social media.

SourceAmerica® is dedicated to finding employment opportunities for people with significant disabilities. Our Pathways to Careers program positioned Denise as a teacher’s aide—a perfect fit for her caring personality and love for children.

Learn more at SourceAmerica.org.

For Denise, this is the start of a new chapter. We were there to turn the page.
Promoting Change in Public Policy

In May, SourceAmerica held its annual National Training and Achievement Conference in San Diego, California. During the conference, John Kemp, president and CEO of The Viscardi Center led a plenary session on The Future of Disability Employment. The panel discussed employment programs, support and services for people with significant disabilities.

- Promoting the economic empowerment of people with disabilities
- The importance of ensuring the dignity of people with disabilities
- Empowering the disability consumer market place to decide the value and worth of service providers
- Supporting research on the mistaken beliefs and misconceptions of employers regarding hiring people with significant disabilities, particularly as they relate to concerns about workforce accommodations

Building on the 2014 conference theme, New Approaches for Changing Times, the panel included a Cornell University academician and researcher, a Community Rehabilitation Program Chief Executive Officer, and a Department of Justice expert on disability rights law. This message was amplified by presentations provided to the National Council of SourceAmerica Employers (NCSE) during their Regional meetings.
Tidewater Government Industry Council

On March 18, SourceAmerica for the first time co-hosted an all-day Exchange Briefing with the Tidewater Government Industry Council (TGIC). The Exchange Briefing Program is designed to enhance the mutual understanding of government and industry issues. TGIC, the Tidewater Association of Service Contractors and the National Contract Management Association jointly sponsored the program.

Approximately 80 participants representing government, industry, interested citizens, small business, and various nonprofit agencies including the U.S. AbilityOne Commission and the National Industries for the Blind were onsite to learn more about the AbilityOne Program. Separate break out rooms were made available to allow the participants to set up exhibits and provide information on their organizations and capabilities. Government acquisition and contracting participants were also able to earn Continuous Learning Points for attending the event.

The Exchange Briefing was held in Virginia Beach. The event was widely publicized both online and via local radio and culminated with March 18th being proclaimed as “AbilityOne Day” by Mayor William Sessoms of Virginia Beach.

NPA Recommendation Process

In 2014, SourceAmerica successfully implemented the Nonprofit Agency (NPA) Recommendation Process used to recommend agencies to the U.S. AbilityOne Commission for consideration of an AbilityOne opportunity. The revised procedures were designed to enhance transparency, while streamlining the process. Several key stakeholders were actively involved in the design and successful launch of the initiative; they included the U.S. AbilityOne Commission, the National Council of SourceAmerica Employers and several Federal Government agencies.

During the first year of implementation, SourceAmerica regularly communicated with the Commission to ensure a smooth rollout of the recommendation process.

Additionally, SourceAmerica continually monitored specific performance data and the information was used to immediately respond to opportunities. At the close of FY14, feedback and lessons learned were compiled from more than 200 AbilityOne postings.

In early 2015, SourceAmerica plans to launch the next version of the NPA Recommendation Process, enabling enhanced clarity and communication.
Employment Solutions

SourceAmerica’s Pathways to Careers, Ideas to Work fund and the Design Challenge continue to provide diverse employment solutions for people with disabilities. Data shared between SourceAmerica and its network partners have helped our community become the most informed in the organization’s history.
Pathways To Careers

The Pathways to Careers initiative is designed to enable people with significant disabilities to have an informed choice of competitive, integrated, full-wage employment options that match their individual skills, interests and abilities, across a broad range of community settings. After employment, participants have access to ongoing career support to facilitate professional development, upward mobility or a change in career direction.

During FY2014, the pilot site at Pioneer Adult Rehabilitation Center (PARC), entered the second year of implementation, establishing partnerships with 35 employers to host internships and offer employment to participants. By the end of FY2014, 28 individuals participated in 51 internships and a total of 16 job offers had been made to these individuals. Looking ahead, additional employers are being secured for the program and new PARC staff is being added in preparation for 3 additional sites to launch in 2015.

Jessica Smith is a Pathways to Careers initiative success story. She has a passion for the performing arts and has been singing and performing in plays and pageants most of her life. As a participant in Pathways to Careers, Jessica was able to intern with two different performing arts companies. As a result of her success in the internship Jessica was offered and accepted employment with the Hale Theatre in West Valley, Utah.
Ideas to Work Fund

SourceAmerica offered a third round of awards for the Ideas to Work Fund grant program in July 2014. Five nonprofit agencies were selected to receive grants totaling $379,500 for job creation during fiscal year 2015.

Award recipients for fiscal year 2014 created a total of 169 jobs for people with disabilities. Gateway Industries and NW Works were two of the seven agencies that received awards.

Gateway Industries secured a contract with a major multinational company in the private sector to create wood containers that would provide insulation for the shipment of highly sensitive electrical components. The lead carpenter for the project is highly skilled but is challenged by cognitive impairment and psychiatric disabilities. Through the support provided by the Gateway Industry staff, he has been employed for a full year. He has been able to purchase a car and put a down payment on a trailer and a small piece of property.

NW Works created 90 jobs during 2014 via the Ideas to Work Fund grant. Through a contract with HP Hood repackaging dairy products, NW Works expanded its ability to provide job placements for their clients and enhanced its reputation in the local community and among referral partners.

James “Bubba” Whitt, Lead Carpenter, Gateway Industries
The SourceAmerica Design Challenge is a national engineering competition to design workplace technology for people with disabilities. High school and college students partner with an organization which employs people with disabilities or individual with a disability to invent a process, device, system or software for a more productive work environment. This service learning opportunity develops engineering, communication, writing, math, presentation, and social skills while helping the community.

2014 SourceAmerica Design Challenge Winners

The SourceAmerica Design Challenge is a national engineering competition to design workplace technology for people with disabilities. High school and college students partner with an organization which employs people with disabilities or individual with a disability to invent a process, device, system or software for a more productive work environment. This service learning opportunity develops engineering, communication, writing, math, presentation, and social skills while helping the community.

College Competition
Best Overall Design
Ohio University, Athens, OH
In partnership with Passion Works Studio/ATCO, Athens, OH

In 2014, Ohio University partnered with Passion Works Studio in Athens, Ohio to create a cleaning machine that uses an electrically powered rotary brush system with fluid recycling to remove ink from the lithographic plates. The plates are then recycled into hand-painted metal decorative flowers that are sold to the public for decorative indoor/outdoor use. This machine replaces a gasoline-powered pressure washer that only a few employees could use and created two new jobs at Passion Works Studio for individuals with disabilities.

High School Competition
Best Overall Design
Wethersfield High School, Wethersfield, CT
In partnership with CW Resources, New Britain, CT

Students at Wethersfield High School helped break through employment barriers by creating a device called “The Path.” It enables a worker with limited dexterity to perform the multiple tasks necessary to package metal chains used for military ID tags into small envelopes.
Employee Research System and Quality Work Environment Initiatives Continue to Grow

The Employee Research System (ERS) tracks the employment of people with significant disabilities over time. This nationwide database enables analysis of individual employee-level outcomes for AbilityOne® employees receiving services from community rehabilitation programs. ERS supports research and evaluation, advocacy, policy development, business development and fundraising, benchmarking, continuous improvement and Quality Work Environments (QWE) for people with significant disabilities.

The Quality Work Environment Initiative is designed to expand areas of capability and share best practices in the rehabilitation field. At the organizational level, QWE helps a nonprofit agency become a leader in providing employees with disabilities opportunities to optimize their earnings through advancement, outplacement, or other community-based employment the individual selects through informed choice.

This graph depicts the primary disability type of the SourceAmerica AbilityOne workforce in 2014.

As reflected in the charts above, the number of participating CRPs in both QWE and ERS has grown year over year since the launch of the initiatives.

*Dataset represents 28,400 eligible AbilityOne Employees*
Stats, Facts, and Figures

Producing agencies for SourceAmerica® operate in 48 states and five U.S. territories. In FY2014 our network partners employed more than 115,000 people with significant disabilities. Employees on AbilityOne® contracts were paid over $500 million in wages with the average hourly wage increasing 36 cents to $12.66.
### Summary

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<tr>
<td>Number of people with significant disabilities employed on AbilityOne contracts</td>
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<td>Direct labor hours performed by people with significant disabilities employed on AbilityOne contracts</td>
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<td>Direct labor wages paid to people with significant disabilities employed on AbilityOne contracts</td>
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<td>Average hourly wage of people with significant disabilities employed on AbilityOne contracts</td>
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<td>Annual sales</td>
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<td>Total number of people with significant disabilities employed by SourceAmerica-affiliated, AbilityOne-producing agencies</td>
<td>117,268</td>
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<tr>
<td>Total number of people with significant disabilities placed in jobs in the community by SourceAmerica-affiliated, AbilityOne-producing agencies</td>
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### Financial Statement

#### Assets

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<td>Investments at Fair Value</td>
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<td>Prepaid and Other Assets</td>
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<td>Property and Equipment, net of depreciation</td>
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**Total Assets**

$87,945,396

#### Liabilities and Net Assets

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<td>Unrestricted Net Assets</td>
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**Total Liabilities and Net Assets**

$87,945,396

#### Financial Assistance

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<td>Loans</td>
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<tr>
<td>Grants and Subsidies</td>
<td>$3,275,993</td>
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**Total Financial Assistance**

$4,535,734
This annual awards program recognizes outstanding individuals employed at nonprofit agencies in the SourceAmerica network. Nominations are taken in the fall for the previous fiscal year and winners are recognized at the SourceAmerica National Training and Achievement Conference. The 2014 SourceAmerica National Award Winners are:

**William M. Usdane Award**

**Yolanda Richardson**  
Job Options, Inc. | San Diego, CA

Yolanda Richardson began her career with Job Options in 2010 at the Naval Medical Center. As a floor technician, her primary responsibility is cleaning the rooms in Building 26, where she is known as “The Mayor of Building 26.” She earned this designation because of her pleasant demeanor and the sincere care she shows the wounded warriors in this building. She attributes her success to her desire to serve and honor those who have made immeasurable sacrifices for our freedom. Most of the men and women in the building Yolanda services have severe injuries and are depressed. She’s become a trusted confidant to many of the wounded warriors because she sees them regularly and knows what it’s like to experience and live with major depression. She makes every effort to provide them with superior service to show them that she cares. Yolanda is reliable, takes pride in her work and exudes a passion for helping others succeed, evidenced by the many letters of praise and appreciation she has received from supervisors, managers and Federal Government customers.

The William M. Usdane Award recognizes an AbilityOne Program employee with a significant disability who has exhibited outstanding achievement and exceptional character.

**Evelyne Villines Award**

**Jeff Carver**  
InspiriTec, Inc. | Fort Knox, KY

After leaving the U.S. Army with service-related spine and neck injuries, Jeff Carver spent five months unemployed and submitted over 200 job applications before joining InspiriTec in September 2011. As a customer care representative (CCR) for the U.S. Army’s Human Resources Service Center (HRSC), Jeff used his military experience to assist callers with military benefits related questions. He was quickly promoted to lead CCR, then to program manager of the HRSC and later to personnel security assurance program manager. Promoted again to Defense Manpower Data Center program manager, he is currently responsible for 140 employees who answer 40,000 calls monthly. By spring 2015, it is estimated he will oversee 250 employees answering more than 100,000 calls monthly. Jeff has an associate’s degree in general studies and is currently pursuing a bachelor’s degree in human resources. Despite his increasing work and educational responsibilities, he always makes time to provide career guidance and support for other wounded warriors.

The Evelyne Villines Award recognizes an individual with a significant disability who has advanced from work on an AbilityOne contract into private/government sector employment or management within the nonprofit agency.
AbilityOne Honor Roll for Veterans with Disabilities Award

Carlos Powell
Skookum | Ft. Meade, MD

Carlos Powell served 22 years in the U.S. Army in various military occupational specialties, including cannon crewmember, infantryman, military policeman and unit supply specialist. During his third tour in Iraq, Carlos was shot by a sniper in the hand and back, paralyzing him from the waist down. He spent 8 months at Walter Reed Medical Center in physical therapy, regained the use of his legs and was discharged from the Army. He then faced his next challenge, finding a job. Carlos joined Skookum in July 2011 as a laborer and was quickly promoted to Transportation Motor-Pool Dispatcher. His knowledge and understanding of Army policies and procedures in the transportation field coupled with his positive attitude made for a seamless transition. He creates a friendly, focused and efficient environment for the 115 customers, 2,300 licensed drivers and 362 vehicles the Transportation Motor-Pool team supports.

Carlos has a passion for giving back, teaching and mentoring. He coaches football for the Boy’s Club, works with baseball coaches and volunteers regularly at the local Veterans of Foreign Wars (VFW).

The AbilityOne Honor Roll for Veterans with Disabilities Award recognizes a service-disabled veteran who has exhibited outstanding achievement in his/her work life.

President’s Award

Ernest Tubbs
Vocational Guidance Services | Cleveland, OH

In 1984, Ernest “Ernie” Tubbs began working at VGS in the wood shop, building bulletin boards for the U.S. Postal Service. In 1987, Ernie became the supervisor for one of VGS’ largest contracts, producing Dobie scouring pads. He oversaw a department of 50+ employees, who produced on average one million scouring pads each month. Ernie ran that department successfully for 15 years. Since 2002, Ernie has held a unique position at VGS where he serves both sides of the agency’s work—vocational rehabilitation and social enterprise. He oversees the contract shop as well as order fulfillment and shipping, and continues his work with VGS’ Work Adjustment Program, training individuals in business operations and teaching job-readiness skills. Ernie’s visual impairment and physical disabilities do not limit him. He is a dependable employee and for over 30 years has led by example and dedicated himself to the mission. His adaptability and leadership have inspired many individuals with disabilities and colleagues over the course of his accomplished career.

The President’s Award recognizes a non-AbilityOne Program employee with a significant disability who has exhibited outstanding leadership and exceptional character.

Tom Miller Award for Advocacy

John Lemus
SKILS’KIN | Spokane, WA

John Lemus has been advancing rights, opportunities and training for people with disabilities since he was in high school. Over the past seven years, John served on multiple councils and groups related to decision-making and empowerment for people with disabilities and authored Policy 116, which focuses on the rights and supports of parents who have developmental disabilities. He has personally met and formed relationships with local, state and congressional leaders in the State of Washington. Over the past few years, the state government has faced deep budget cuts. John lobbied his legislators regarding service funds and was able to protect current funding levels. He achieved this by enlightening them on the importance of services and employment for individuals with disabilities and the impact on their communities. John is a great role model for people with disabilities who want to work, and says, “I don’t want to be treated differently. I want to be held accountable to the duties of my role. I also want to be supported.”

The Tom Miller Award for Advocacy recognizes an employee with a significant disability who has demonstrated outstanding achievement and remarkable passion for self-advocacy on a local and/or national level.
In Fiscal Year 2014, the U.S. AbilityOne Commission® updated the AbilityOne Strategic Plan for 2014-2017. Many executives from across the AbilityOne® Program network – including SourceAmerica, National Industries for the Blind and local nonprofit agencies – participated in “Big Tent” meetings to determine how to operationalize the core goals: Effective Stewardship, Employee and Customer Satisfaction, Employment Growth, and Business Excellence, particularly in the challenging business environment. As a result, the following four top priorities were identified: shorten Procurement List cycle time, remove self-imposed barriers, develop new lines of business and strengthen program advocacy. The year culminated in reaching, for the first time in several years, a full complement of appointees, which in turn ensures a more dynamic and effective administrative body.

U.S. AbilityOne Commission Members

<table>
<thead>
<tr>
<th>Name</th>
<th>Title/Position</th>
</tr>
</thead>
<tbody>
<tr>
<td>J. Anthony Poleo</td>
<td>Chairperson, Chief Financial Officer, Defense Logistics Agency</td>
</tr>
<tr>
<td>James M. Kesteloot</td>
<td>Vice Chairperson, Private Citizen</td>
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<tr>
<td>Dr. P. Edward Anthony</td>
<td>Deputy Commissioner, Rehabilitation Services Administration, Private Citizen</td>
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<tr>
<td>Jan R. Frye</td>
<td>Deputy Assistant Secretary for Acquisition and Logistics, Department of Veterans Affairs</td>
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<tr>
<td>Harry P. Hallock</td>
<td>Deputy Assistant Secretary of the Army (Procurement), Department of the Army</td>
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<tr>
<td>Robert T. Kelly, Jr.</td>
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<tr>
<td>Paul M. Laird</td>
<td>Regional Director, North Central Regional Office, Federal Bureau of Prisons</td>
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<td>Anil Lewis</td>
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<tr>
<td>Kathleen Martinez</td>
<td>Assistant Secretary for Disability Employment Policy, Department of Labor</td>
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<tr>
<td>Karen J. McCulloh</td>
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<td>Thomas D. Robinson</td>
<td>Associate Deputy Assistant Secretary (Contracting), Department of the Air Force</td>
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<tr>
<td>William Sisk</td>
<td>Deputy Commissioner, Federal Acquisition Service, General Services Administration</td>
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<tr>
<td>Lisa M. Wilusz</td>
<td>Director of the Office of Procurement and Property Management, Department of Agriculture</td>
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<tr>
<td>Virna L. Winters*</td>
<td>Director for Acquisition Policy and Oversight, Department of Commerce</td>
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<tr>
<td>Rear Adm. Jonathan A. Yuen**</td>
<td>Commander, Naval Supply Systems Command and 47th Chief of Supply Corps, Department of the Navy</td>
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*Appointed August 2014  
**Appointed July 2014
2014 Sponsors

SourceAmerica would like to thank our 2014 sponsors and partners for their continuous support of our organization, our network of nonprofit agency partners and employment opportunities for people with significant disabilities.

President Sponsor

Investor Sponsors

Partner Sponsors

Patron Sponsors

Boeing

Lockheed Martin
## Statistics by State

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Total: 42,526 | $2,268,741,762 | $501,834,587

People with significant disabilities are employed in New Hampshire, Vermont, and Puerto Rico, although the contracts are operated by nonprofit agencies in other locations.

*Territory
AbilityOne Network of SourceAmerica-Producing Agencies

REGIONS

PACIFIC WEST
- American Samoa
- Arizona
- California
- Guam
- Hawaii
- Nevada
- Trust Territories of the Pacific Islands
- Utah

NORTHWEST
- Alaska
- Idaho
- Montana
- Nebraska
- North Dakota
- Oregon
- South Dakota
- Washington
- Wyoming

SOUTH CENTRAL
- Arkansas
- Colorado
- Kansas
- Louisiana
- Missouri
- New Mexico
- Oklahoma
- Texas

NORTH CENTRAL
- Illinois
- Indiana
- Iowa
- Michigan
- Minnesota
- Ohio
- Wisconsin

SOUTH
- Alabama
- Florida
- Georgia
- Kentucky
- Mississippi
- North Carolina
- Puerto Rico
- South Carolina
- Tennessee
- Virgin Islands

EAST
- Connecticut
- Delaware
- District of Columbia
- Maine
- Maryland
- Massachusetts
- New Hampshire
- New Jersey
- New York
- Pennsylvania
- Rhode Island
- Vermont
- Virginia
- West Virginia
SourceAmerica

Nonprofit Agencies by State

ALABAMA
Anniston
The Opportunity Center Easter Seal Facility - The Ala ES Soc, Inc.

Birmingham
Alabama Goodwill Industries, Inc.
Easter Seals of the Birmingham Area
United Cerebral Palsy of Greater Birmingham, Inc.

Dothan
Wiregrass Rehabilitation Center, Inc.

Huntsville
Huntsville Rehabilitation Foundation
The ARC of Madison County, Inc.

Mobile
GWI Services, Inc.

Montgomery
Goodwill Industries of Central Alabama, Inc.

Muscle Shoals
Northwest Alabama Easter Seal Children’s Clinic-Rehab Center

ARIZONA

Bisbee
Premier Alliances, Inc.

Nogales
Santa Cruz Training Programs, Inc.

Phoenix
Goodwill Community Services, Inc.

Tempe
The Centers for Habilitation/TCH

Tucson
Beacon Group SW, Inc.
Catholic Community Services of Southern Arizona
J.P. Industries, Inc.

Yuma
ACHEIEVE Human Services, Inc.

ARKANSAS

Jacksonville
Pathfinder, Inc.

Little Rock
United Cerebral Palsy of Central Arkansas

Pine Bluff
Jenkins Memorial Children’s Center and Jenkins Industries

Van Buren
Abilities Unlimited of Ft. Smith, Inc.

CALIFORNIA

Bakersfield
Bakersfield Arc, Inc.

Blythe
Sheltering Wings Corp.

Culver City
Exceptional Children’s Foundation

El Centro
ARC-Imperial Valley

Imperial County Work Training Center, Inc.

Fontana
The Fontana Rehabilitation Workshop

Fresno
Arc Fresno, Inc.

Hanford
Kings Rehabilitation Center, Inc.

Hemet
Valley Resource Center for the Retarded, Inc.

La Mesa
Bona Fide Conglomerate, Inc.

Lancaster
Desert Haven Enterprises, Inc.

Lompoc
Life Options Vocational and Resource Center

Long Beach
Los Angeles Habilitation House

Los Angeles
Asian Rehabilitation Services, Inc.

Mt. Shasta
Siskiyou Opportunity Center, Inc.

Napa
Napa Valley PSI, Inc.

Oakland
Calidad Industries, Inc.

Panorama City
Goodwill Industries of Southern California

Pasadena
FVO Solutions Inc.

Red Bluff
Tehama County Opportunity Center, Inc.

Richmond
Pacific Coast Community Services
Rubicon Programs, Inc.

Ridgcrest
Desert Area Resources and Training

Riverside
ARC Riverside

Rohnert Park
North Bay Rehabilitation Services, Inc.

Roseville
PRIDE Industries

Sacramento
Crossroads Diversified Service, Inc.

San Diego
Job Options, Inc.
San Diego Outsource Systems, Inc.
The ARC of San Diego

San Francisco
Toolworks, Inc.

San Jose
Hope Services, Inc.

Santa Ana
Landmark Services, Inc.

Santa Barbara
Bridges BTC, Inc.

Santa Maria
VTC Enterprises

South El Monte
Lincoln Training Center and Rehabilitation Workshop

Stockton
Goodwill Service Connection, Inc.

Vallejo
Solano Diversified Services

Ventura
The ARC of Ventura County, Inc.

Woodland
Yolo Employment Services

COLORADO

Colorado Springs
AspenPointe Employment

Goodwill Industrial Services Corporation

Denver
Bayaud Industries, Inc.

Fort Collins
Premier Alliances, Inc.

Gainesville
The Arc of Alachua County, Inc.

Green Cove Springs
Challenge Enterprises of North Florida, Inc.

Jacksonville
GINFL Services, Inc.

Lake City
CARC-Advocates for Citizens with Disabilities, Inc.

Miami
Easter Seals South Florida

Goodwill Industries of South Florida, Inc.

North Fort Myers
GW Services of SWFL, Inc.

Pensacola
Lakeview Center, Inc.

Rockledge
Brevard Achievement Center, Inc.

St. Petersburg
JobWorks, Inc.

Tampa
Able Force, Inc.

The ARC of the District of Columbia, Inc.

FLORIDA

Boca Raton
Habilitation Center for the Handicapped, Inc.

Clearwater
Abilities, Inc. of Florida

Daytona Beach
SMA Behavioral Health Services, Inc.

Gainesville
The Arc of Alachua County, Inc.

Jacksonville
GINFL Services, Inc.

Lake City
CARC-Advocates for Citizens with Disabilities, Inc.

Miami
Easter Seals South Florida

Goodwill Industries of South Florida, Inc.

North Fort Myers
GW Services of SWFL, Inc.

Pensacola
Lakeview Center, Inc.

Rockledge
Brevard Achievement Center, Inc.

St. Petersburg
JobWorks, Inc.

Tampa
Able Force, Inc.

The ARC of the District of Columbia, Inc.

DISTRICT OF COLUMBIA

Milford
Kent-Sussex Industries, Inc.

Wilmington
Opportunity Center, Incorporated

DISTRICT OF COLUMBIA
Anchor Mental Health Association

Davis Memorial Goodwill Industries

Lt. Joseph P. Kennedy Institute
Kalamazoo
MRC Industries, Incorporated

Kingsford
TRICO Opportunities, Inc.

Lansing
Peckham Vocational Industries, Inc.

Port Huron
Community Enterprises of St. Clair County

Saginaw
SVRC Industries, Inc.

Sault Ste. Marie
Northern Transitions, Inc.

Southfield
Jewish Vocational Service and Community Workshop

Traverse City
G.W. Services of Northern Michigan, Inc.

Ypsilanti
Washtenaw County Community Support and Treatment Services

MINNESOTA
Bemidji
Occupational Development Center, Inc.

Duluth
Goodwill Industries Vocational Enterprises, Inc.

Minneapolis
AccessAbility, Inc.

Tasks Unlimited, Inc.

Rochester
Ability Building Center, Inc.

St. Paul
MDI Government Services, Inc.

MISSISSIPPI
Aberdeen
AbilityWorks, Inc. of Monroe Co.

Greenville
AbilityWorks, Inc. of Washington County

Gulfport
AbilityWorks, Inc. of Harrison County

Jackson
AbilityWorks, Inc. of Jackson

Meridian
AbilityWorks, Inc. of Meridian

Traverse City
Cape Girardeau Community Sheltered Workshop, Inc.

Harrisonville
Casco Area Workshop, Inc.

Independence
JobOne

Kansas City
The Helping Hand of Goodwill Industries Extended Employment Sheltered Workshop

Marshfield
Web-Co Custom Industries, Inc.

Monroe City
Learning Opportunities/Quality Works, Inc.

SEDALIA
Cooperative Workshops, Inc.

Springfield
Springfield Workshop, Inc.

St. Louis
MGI Services Corporation

MONTANA
Billings
Community Option Resource Enterprises, Inc.

Butte
BSW, Inc.

Helena
Helena Industries

Missoula
Opportunity Resources, Inc.

NEBRASKA
Grand Island
Goodwill Employment Services of Central Nebraska, Inc.

Nebraska City
Region V Services

OMAHA
Goodwill Specialty Services, Inc.

NEW JERSEY
Burlington
Occupational Training Center of Burlington County

Cedar Knolls
Employment Horizons, Inc.

Hackettsack
North Jersey Friendship House, Inc.

The Arc of Bergen and Passaic Counties, Inc.

NEW MEXICO
Albuquerque
Adelante Development Center, Inc.

LifeROOTS, Inc.

Clovis
ENMRSR, Inc.

Las Cruces
Tresco, Inc.

Santa Fe
Presbyterian Medical Services

NEW YORK
Amsterdam
Montgomery County Chapter, NYSARC

Batavia
Genesee County Chapter, NYSARC

Canton
St. Lawrence County Chapter, NYSARC

Corinth
J.M. Murray Center, Inc.

Elma
Suburban Adult Services, Inc.

Fulton
Oswego Industries, Inc.

Herkimer
Herkimer County Chapter, NYSARC

Jamestown
Chautauqua County Chapter, NYSARC

Kingston
Gateway Community Industries, Inc.

Malone
Citizen Advocates, Inc.

Middletown
New Dynamics Corporation Occupations, Inc.

New York
Fedcap Rehabilitation Services, Inc.

NYSARC, Inc. New York City Chapter

The Corporate Source, Inc.

Niagara Falls
Niagara County Chapter, NYSARC

Olean
Cattaraugus County Chapter, NYSARC

Penn Yan
Yates County Chapter, NYSARC Inc.

Plattsburgh
Clinton County Chapter, NYSARC-- Champlain Valley Industries

Rochester
Lifetime Assistance, Inc.

Rochester Psychiatric Center

Rochester Rehabilitation Center

Schenectady
Schenectady Co. Chapter, NYSARC, Inc.

Syracuse
Onondaga County Chapter, NYSARC

Utica
Human Technologies Corporation

The Arc, Oneida-Lewis Chapter-NYSARC, Inc.

Walton
Delaware County Chapter, NYSARC-- Resources for Industry

Waterloo
NYSARC, Inc., Seneca-Cayuga Counties Chapter

Watertown
Jefferson County Chapter, NYSARC
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*As of April 2014
SourceAmerica® is a national nonprofit that creates job opportunities for a skilled and dedicated workforce: people with significant disabilities. We are the vital link between this exceptional workforce, the network of community-based nonprofits, and the Federal Government and commercial companies that need the products and services they provide. SourceAmerica is an AbilityOne® authorized enterprise.