



The National Association for the Employment of People who are Blind

**NAEPB Board of Directors Teleconference Call
Monday, April 7, 2014
10:30am – 12:00pm (Eastern)
Dial-in number: 1-877-860-3058
Pass Code: 925356**

AGENDA

- | | |
|---|--------------------|
| 1. Call to Order | Steiner |
| 2. Roll Call | Moneymaker |
| 3. Minutes for Approval | Moneymaker |
| a) January 30, 2014 Board of Directors Meeting | |
| 4. Treasurer's Report | D'Amico |
| a) Balance Sheet, March 31, 2014 | |
| b) Income Statement, ending March 31, 2014 | |
| 5. Consent Calendar Reports | Steiner |
| a) Commercial Subcommittee Call Agenda (April 8 2014) (Gilliam) | |
| b) March 12, 2014 BSC MEETING ACTION ITEMS, 03-13-14 (Gilliam) | |
| c) NIB BSC Monthly Update 10 March 2014 Final (Gilliam) | |
| d) Tentative April 22, 2014 NAEPB BSC Committee Call Agenda (Gilliam) | |
| e) Operations Report (Kerlin) | |
| f) Services Committee Update for NAEPB Board (Mabry) | |
| 6. Board and CEO Membership Planning Retreat Survey Summary | Steiner & Wieseler |
| 7. Special Election to Replace Robin Usalis as Assistant Secretary | Steiner |
| 8. BSC Updates | Gilliam |
| 9. G-4 Task Force Meeting Outcomes | Mitchell |
| 10. May Public Policy Forum Update | Mitchell |
| 11. GSA/Commission Updates | Kerlin |
| 12. Resolution in Support of NIB | Steiner |
| 13. NIB Updates | Lynch |
| 14. Other Business | All |
| 15. Adjournment | Steiner |

NAEPB

Treasurers Report for the Period Ending February 28, 2014

April 7, 2014 Board Meeting

Please look at the balance sheet, at the end of February there was \$163,834 in the money market account and \$12,501 in the checking account (less than the 10% maximum). Accounts receivable was \$5,500, \$1,000 of which is from dues payable for the 2012 – 2013 year. Under liabilities was \$2,525 in accounts payable for accrued accounting fees of \$625 and accrued web maintenance fees of \$1,900. Total equity at the end of February was \$180,360.

On the income statement there were adjustments made to the accounting fees and web maintenance fees after the actual invoices were received. There were also expenses for the service committee of \$2,458 and other travel for \$1,076. For the month there was a loss of \$3,312, for the year to date a surplus of \$25,988.

The transition of accounts and ledger information continues between The Seattle Lighthouse and CABVI, Utica. We expect it will be completed by April 30th.

A local accounting firm is preparing a quote for the NAEPB Annual Financial Statement and preparation/filing of the Form 990. As soon as we receive this proposal, it will be sent to the Board for review. A Finance Committee is being formed and members will be announced shortly.

Respectfully Submitted,

Rudy C. D'Amico, Treasurer

**NAEPB
Balance Sheet
As of Feb 28, 2014**

ASSETS

Current Assets

Checking/Savings

10002 · Citizens Bank Money Market Acct 163,834

10003 · Citizens Bank Partners Account 12,501

Total Checking/Savings 176,335

Accounts Receivable

12000 · Accounts Receivable 5,500

12002 - NIB Reimbursement Receivable 1,050

Total Accounts Receivable 6,550

Total Current Assets 182,885

TOTAL ASSETS 182,885

LIABILITIES & EQUITY

Current Liabilities

22000 - Accounts Payable 2,525

Equity

30000 · Opening Balance Equity 154,372

Net Income/ (Loss) 25,988

Total Equity 180,360

TOTAL LIABILITIES & EQUITY 182,885

NAEPB
Income Statement and Budget Performance
For the Five Months ended Feb 28, 2014

	MTD		YTD		FY14
	Actual	Budget	Actual	Budget	Budget
Income & Expense					
Income					
45000 - Investments					
45030 - Interest-Savings, Short-term CD	6	8	32	42	100
Total 45000 - Investments	<u>6</u>	<u>8</u>	<u>32</u>	<u>42</u>	<u>100</u>
47200 - Program Income					
47230 - Membership Dues	-	-	32,500	26,000	26,000
47260 - Voluntary Contributions	-	-	-	7,800	7,800
Total 47200 - Program Income	<u>-</u>	<u>-</u>	<u>32,500</u>	<u>33,800</u>	<u>33,800</u>
Total Income	6	8	32,532	33,842	33,900
Expense					
60900 - Business Expenses					
60920 - Business Registration Fees	-	10	-	50	120
Total 60900 - Business Expenses	<u>-</u>	<u>10</u>	<u>-</u>	<u>50</u>	<u>120</u>
62100 - Government Relations and Professional					
62110 - Accounting Fees	175	125	675	625	1,500
62130 - Website Maintenance	(391)	300	1,209	1,900	4,000
62140 - Government Relations	-	-	-	-	-
Total 62100 - Government Relations and Professional	<u>(216)</u>	<u>425</u>	<u>1,884</u>	<u>2,525</u>	<u>5,500</u>
65000 - Operations					
65020 - Postage, Mailing Service	-	8	-	44	100
65040 - Supplies	-	8	-	44	100
65050 - Telephone, Telecommunications	-	42	-	210	500
65060 - Awards and Honors	-	-	-	500	1,250
Total 65000 - Operations	<u>-</u>	<u>58</u>	<u>-</u>	<u>798</u>	<u>1,950</u>
65100 - Other Types of Expenses					
65120 - Insurance - Liability, D and O	-	-	1,126	1,200	1,200
65130 - Bad Debt Expense	-	-	-	-	2,500
65160 - Other Costs	-	21	-	103	250
Total 65100 - Other Types of Expenses	<u>-</u>	<u>21</u>	<u>1,126</u>	<u>1,303</u>	<u>3,950</u>
68300 - Meeting and Travel-NIB Reimbursed					
68310 - Annual Retreat	-	-	-	15,000	15,000
68320 - Conference Planning Meeting	-	-	-	-	-
68330 - Service Committee Meeting	2,458	-	2,458	-	7,000
68340 - Operations Committee Meeting	-	-	-	-	7,000
68350 - BSC Committee Meeting	-	-	-	-	7,000
68360 - Public Policy Committee Meeting	-	-	-	3,000	3,000
68380 - Communications Committee Meeting	-	-	-	2,000	2,000
68435 - G4 Task Force/JWOD Task Force	-	-	-	-	-
68438 - Medical Advisory Group (MAG)	-	-	-	-	5,000
68439 - CMS Committee	-	-	-	-	4,000
Total 68300 - Meeting & Travel-NIB Reimbursed	<u>2,458</u>	<u>-</u>	<u>2,458</u>	<u>20,000</u>	<u>50,000</u>
68400 - Meeting and Travel-Other					
68410 - Annual Audit Meeting	-	-	-	500	500
68420 - Membership Visits	-	-	-	-	-
68425 - CEO Annual Training	-	-	-	525	525
68430 - CFP Meeting	-	-	-	-	-
68436 - Budget Committee Meeting	-	-	-	-	-
68437 - Ethics Committee Meeting	-	-	-	-	-
68440 - Other Meeting & Travel	1,076	-	1,076	-	3,000
Total 68400 - Meeting & Travel-Other	<u>1,076</u>	<u>-</u>	<u>1,076</u>	<u>1,025</u>	<u>4,025</u>
78000 - NIB Expense Reimbursements					
78300 - NIB Travel & Mtg Reimbursement	-	-	-	(20,000)	(50,000)
Total 78000 - NIB Expense Reimbursements	<u>-</u>	<u>-</u>	<u>-</u>	<u>(20,000)</u>	<u>(50,000)</u>
Total Expense	3,318	514	6,544	5,701	15,545
Net Income/(Loss)	<u>(3,312)</u>	<u>(506)</u>	<u>25,988</u>	<u>28,141</u>	<u>18,355</u>

NAEPB COMMERCIAL SUBCOMMITTEE CALL AGENDA

April 8, 2014 (877-860-3058, 925356)

(2:30-3:30 PM EST)

<u>TOPIC FOR DISCUSSION</u>	<u>DISCUSSION LEADER</u>
Agenda Review	Mike Gilliam
Membership Corrections/Updates	All Members
New "Best Practices" Documents	Michael Monteferrante
Agency "Commercial" Readout:	_____
Alphapointe	Reinhard Mabry
Cincinnati	John Mitchell
Dallas	Nancy Perkins
AVRE	Kenny Fernald
Midwest Enterprises	Karen Walls
Walgreen's Update	Mike Gilliam
Strategic Commercial Partnerships	John Qua/John Coney
New Commercial Agency Projects	All
New Business/Future Topics	All Members
Schedule Next Meeting	Mike Gilliam

BSC MEETING ACTION ITEMS

<u>Action Item Description</u>	<u>Responsible Individual</u>
1. Move forward with FSSI OS3 Bid	Jim Meehan/All
2. Continue 4PL Pilot and keep group apprised	Buddy Sell
3. Press on with Global Strike Contract as template for positioning BSC's on more level playing field.	Buddy Sell
4. Provide white paper to Commission outlining posture as "non-mandatory contracted supply function"	Buddy Sell
5. Schedule meeting with new MICC general and invite agency heads	Johnette Lee
6. Provide proposed "MICC Support Clarification" letter to Commission	Johnette
7. Provide compelling store testimonials to Mike Gilliam by 03-26 for summarization and distribution to NIB, Commission and Agencies	All Agencies
8. Develop compelling "BSC Advantages" story to Kevin, Commission and Agencies	Mike Gilliam
9. Clarify Policy/System impact on BSC's (employment, sales, etc.)	Mike Gilliam

NIB BSC PROGRAM MONTHLY UPDATE

10 March 2014

SUBJECT #1: MICC Way Ahead

LEAD: Tommy Thomas

STATUS: We continue to work MICC issues at several Army installations. The installation leadership at Fort Lenard Wood has been briefed by the local contracting officer (Mr. Tucker) and the deputy contracting officer (LTC Urbanik) that organizations can purchase AbilityOne small office products and commercial products from the BSC versus going as a first priority to the SSA. In the month of February we have seen a slight uptick in sales at Fort Lenard Wood and will continue to monitor this installation. We will reengage the Fort Polk and Fort Campbell Regional MICC Commanders to discuss local issues impacting Fort Polk and Fort Campbell BSCs. We discovered that the Fort Polk installation GPC policy does not mirror the Army GPC Policy published in early 2013. Many customers continue to report that they are being prohibited from purchasing commercial items at the BSCs and others are being directed to use the Army supply system despite the long wait time to receive office products. The inconsistent policy interpretations and practices at these installations have led to increasing reluctance for customers to use their GPC in the BSCs but instead use SSA requisitions to purchase small office products. **Target date: Continue tracking monthly with affected agencies, MICC regional headquarters, and potentially the Army G-4 for a re-clarification of AR 710-2.**

SUBJECT #2: BSC land lease payment requests (Fort Sam Houston, Fort Bliss, Kirtland AFB and Randolph AFB---and now Luke AFB) for both new and existing facilities

LEAD: Tommy Thomas

STATUS: As of 28 February, the lease package is in final review at AFCEC Headquarters.

Target date for lease approval: March 2014

SUBJECT #3: Air Force GPC Policy Revision

LEAD: Tommy Thomas

STATUS: No change. We anticipate accepted changes appearing in the updated publication when staffed and released in early FY 2014. Action is complete, pending publication of AFI 64-117. **Target date: March 2014**

SUBJECT #4: GSA Challenges/OS3/FSSI

LEAD: Tommy Thomas

STATUS: NIB will host a two-day strategy session on 11-12 March to discuss the increasing competitive threat posed by OS3. During these meetings, courses of action will be developed on how to adapt to the growing threat to the viability of the BSC program and how to negotiate a level playing field with GSA/FSSI in the future. Kim

Zeich of the Commission will attend a portion of the meetings on 12 March to hear BSC operator concerns and recommendations for action. **Target Date: Track monthly and maintain continuous dialog with the agencies and the Commission, as necessary.**

SUBJECT #5: ETS Scrub List

LEAD: Tommy Thomas

STATUS: NIB "Tiger Team" continuing to work with the agencies to integrate UPCs into the ETS data base. The latest ETS scrub list (effective date: 1 April) was distributed to BSC operators in mid-February. The goal remains to have all available UPCs incorporated into the list in time for the 1 July version (which will be distributed in mid-May) **Target Date: Anticipate the overall process to be complete by mid-May.**

SUBJECT #6: Consolidation of Navy Southeast Region BSCs

LEAD: Mike Stine

STATUS: In January, the Commission decided that both the BSC stores and their associated HAZMAT operations will be consolidated together under a single complex PL administrative action under NIB. As such, NIB is now working to bundle together 12 stores and 10 HAZMAT operations under a single PL submission package. Adjusted ADD-6 forms are now being gathered from the 5 affected agencies in order to process the bundle service package. In order to allow time for processing and final approval, the Navy Southeast Region contracting office has extended the current BSC contracts with the agencies until 30 April 2014. **Target Date: Complete package and gain PL administrative change prior to NIB assuming the contract on 1 May.**

SUBJECT #7: Revision of NAVSUP Instruction 4200.99B

LEAD: Mike Stine

STATUS: We have submitted requested language changes to the POC at NAVSUP headquarters and are awaiting feedback. **Target Date: Update progress monthly.**

NAEPB BSC CONFERENCE CALL AGENDA

TUESDAY, APRIL 22, 2014 (2:30 – 4:30 EST)

(877-860-3058, PASS CODE 925356)

GOAL: To clearly and directly raise ALL issues facing the BSC's in an effort to focus our energies on the challenges at hand and develop concise action plans to address them.

➤ **Logistics & Agenda Review**

Mike Gilliam

➤ **"Action Item" Update**

- Tommy Thomas (Item #1) BSC Lease Update
- Tommy Thomas (Item #2) Air Force Policy Support
- Tommy Thomas (Item #3) MICC Support Update
- Ken Barnett (Item #4) Agency Credit Card Fee Pooling
- Michael Stine (Item #5) NAVSUP Policy Revision
- Tommy Thomas (Item #6) ETS Scrub List Update
- Michael Stine (Item #7) Branding Initiative Update
- Tommy Thomas (Item #8) Annual Report Schedule
- Jim Meehan (Item #9) FSSI OS3 Approach Update
- Buddy Sell (Item #10) 4PL Status
- Buddy Sell (Item #11) "Level Playing Field" White Paper Status
- Mike Gilliam (Item #12) Compelling BSC Story (w/testimonials)
- Mike Gilliam (Item #13) Quantifying MICC-GFEBS Negative Impact
- Tommy Thomas (Item #14) GSA Challenges

➤ **Hot Issues/New Initiatives**

All Operators

- Forwarding Testimonials

➤ **Next Meeting**

Mike Gilliam

Operations Report
Jim Kerlin, NAEPB - VP Operations
03-29-2014

AbilityOne Standing Sub-Committees (Chair: Eric Stueckrath)

- Eric Stueckrath, NAEPB Operations AVP, will report separately on the status of the standing AbilityOne sub-committee activities including Office Products, Jan-San, TAG, MR and Medical Products.

Commercial Business Diversification Sub-Committee (Chair: Mike Gilliam)

- The April Commercial Diversification will feature agency testimonials and the review of several punch lists regarding commercial go-to-market tactics.
- Mike Gilliam is coordinating with Jack Tootson a 4 part webinar series on commercial diversification agency readiness in April.

FSSI CEO Taskforce (Led by Kevin Lynch)

- A meeting was conducted on March 14th, 2014 with Tina Ballard and Kim Zeich of the AbilityOne Commission staff regarding FSSI.
- Representing the NIB/NAEPB voice were Kevin Lynch, Marie-France Vareilles, and John Qua from NIB and a CEO Task Force comprised of Jim Kerlin, Reinhard Mabry, Jim Meehan, Mike Monteferrante, Eric Stueckrath, and Dennis Steiner.
- General Discussion Points were as follows.
 - Employment issues - 1st quarter employment is off 5.8%
 - Ratio issues - more agencies out of ratio
 - Overall sales 4 months \$151,000,000, -12.7% from same period 2013
 - E-Commerce sales off 10.3%, \$10,022,780
 - BSC sales off 23.6%, \$86 million vs \$112 million in 2013
 - GSA sales alone off over 50%, at \$19 million vs \$42.4 million in 2013
 - Our experience with commercial distributors
 - o Place significant mark-ups on our products
 - o Will not carry the complete line of AbilityOne products – they cherry pick
 - o 35,000 ETS infractions were found on GSA Advantage, NIB requested that they be removed. In some cases, however, the ETS products are re-loaded.
 - o They operate to make a profit – not committed to our employment mission
 - Our experience with GSA
 - o Less supportive partner – difficulties with gaining sponsorship and price negotiations
 - o Driven now more than ever about lowest price
 - o Lack of significant oversight with their contractors. Numerous ETS violations.
 - o Lacks history of our partnership
 - Commission
 - o We need the Commission to lock arms with us to promote and market our program
 - o We need the Commission to take an aggressive stand with government agencies regarding their support of the AbilityOne Program
 - o We need an ETS policy and enforcement
 - o We need the Commission to aggressively enforce ETS compliance with GSA and its contractors
- A central topic was defending the AbilityOne Program from the ETS violation/leakage effects of the various elements of FSSI. The Commission has committed to publishing an ETS Policy.

They are working with John Qua and Kevin Lynch to add language indicating it will not apply to mission critical weapon systems to address DLAs concerns.

- NIB has proposed to the Commission to add a service to the PL for the distribution of all AbilityOne products in the requisition channel.
- The NAEPB BSC Operator agencies have submitted a collaborative bid for FSSI OS3. Consensus is that our bid is unlikely to be awarded due to price. Opinions vary over the soundness of this strategy.
- The NAEPB BSC Operators collaborative will also plan to submit a bid for 4PL. There appears to be more consensus around this approach. Together we are uniquely positioned to perhaps define the 4PL GSA channel.

ETS & Integrated Project Team (Led by Jen King)

- The IPT team focus is reducing ETS leakage via schedule holders and is comprised of members from NIB, NAEPB, Source America, GSA and the AB1 Commission. Meetings have been suspended due to GSA focus on FSSI.
- ETS infractions in the A-List Office Products commodity category are significantly lower as a result of the efforts of this committee.
- We have asked the AbilityOne Commission to send letters to the most egregious offenders that are AbilityOne distributors threatening to pull their AbilityOne distributor status.
- GSA has committed to threatening non-AbilityOne distributors that are egregious repeat offenders with loss of the Schedule (once they have buy-in on the ETS files).
- The status of the IPT and other ETS reduction efforts are regularly updated in NIB This Week.

PRICING STRATEGY (Chair: Jim Kerlin)

- Goal: develop a defensible strategy for defining and defending the "Fair Market Price" statute language.
- White Papers were sent to Kim Zeich of the AbilityOne Commission on 9-20-13. Topics included:
 - Recommendations for establishing Fair Market Price using Haystack reports and/or a Statistical method.
 - Mark-up allowance for NPAs when distributors order direct bypassing GSA or MAS wholesalers.
 - Recommendation for Commission to limit distribution channel mark-up of AbilityOne products to a maximum of 50% over FMP to end customer.
- A follow up call was conducted with Kim Zeich and Patricia Briscoe on 11-1-13 and the reception to our recommendations was favorable.
- Draft letters to AbilityOne Distributors and GSA regarding a mark-up ceiling and drop ship allowance are being prepared at NIB to be sent to the Commission.
- The recommendation on mark-up allowance for NPAs for drop-ship orders is being revisited. We discovered that the current language in the AbilityOne distributor requirements may have sufficient latitude for NPAs already. An education program to increase NPA awareness is planned with the goal of broad understanding by the NPAs regarding drop ship markup latitude.



Services Committee Update April 7, 2014

A Committee meeting was held on March 26 and was well attended.

Two previously scheduled, face to face, strategic planning meetings of the Committee were cancelled due to inclement weather so this was the first meeting with the group this year. As the new chair, in preparation for this first meeting, I did communicate with each ISG Chair and with John Qua prior to this meeting to get their perspective about how things were going and where we might be stuck. The ISGs have been working on initiatives they have developed, but were a bit disconnected from the NAEPB goals and objectives.

The committee reviewed the NAEPB Strategic Pillars/Goals established in 2011 to confirm that they are still valid and applicable. Some of the attendees had never seen them. It is apparent that, as a board and membership, we need to decide how often they are updated and how they are disseminated.

NIB reported FY 13 results at the October Conference with \$74M in sales which was a 7% increase. 15 projects was the goal for FY 13 and we created 25 projects. The goal for Blind Work Years was 72 and we created 73. Majority of the projects captured were in AbilityOne. The business lines (in order of greatest to least jobs created) were CMS, Supply Chain, Tele-services, Administrative and 508.

FY 14 goals remain the same with 15 projects and 72 BWYs. Currently we have 30 jobs either added or at the Commission and 7 projects. To date, business lines in order of greatest to least jobs created are Tele-services, Supply Chain, CMS, 508 and Administrative.

There were 66 NPAs who responded to the last capability survey done by NIB. The breakdown of business lines is as follows:

Services Capability	Number of Agencies
Provides General, Clerical, and Administrative Support	24
Data entry Services	10
Medical Transcription	1
Mail Center Operations	17
Document Conversion Services	10
Document Destruction / Shredding	6
Media Replication and Duplication	10
Print Management	8
Teleservices	24
Section 508 Capabilities	24
Supply Chain Management	32

Tele-services ISG: Jassen Tawill/Robert Harris

82 people are signed up to receive the TWG emails, which demonstrates significant interest in this business line.

Meetings continue monthly and attendance has been good with 25-30 attendees.

The TWG goal is to do more in technical assistance, pricing, business development, case studies and marketing.

The last capability survey done by the TWG received 18 responses to 70 questions. This information is over a year old now and it would be beneficial to do another survey that is less demanding on the agencies.

Contract Management Support ISG: Shelly Sanders/John Farrar

CMS ISG's focus has been on people, technology and marketing.

People – a recruitment webinar was developed with NIB's assistance that can be utilized as a template and the first blind sight supervisor was hired.

Technology – a big breakthrough, again with NIB's assistance, has been made with offsite government access to government payment systems.

Marketing – Held first Site Supervisor meeting which proved useful towards improving operations and metrics. We are approaching the last year of the IDIQ contract. The ISG is providing valuable input to NIB to move forward with the renewal of the IDIQ.

We had two successful 'proof of concept' pilots to expand the value proposition through working cost type contracts.

We are in a state of flux with some teams wherein the task orders are expiring and we await new task orders. NIB has been working very hard at all levels to expedite these orders.

Overall the clearance process takes too long and given environment (Navy Yard) is not improving in the short term.

Strategic Initiatives Working Group: Steve Fredwell/Ron Ashby

Steve discussed three initial goals which are people pipeline, assistive technology and marketing to include past performance (standardize/aggregate).

A grant was developed (upward mobility) and it was submitted to NIB for consideration. There appeared to be some misunderstanding as to the next steps from a January 15th call. Steve and Ron will get with Matt Klovas next week to determine how to move the grant forward (tweaking/fitting into existing grant) and establishing a timeline to complete the project.

Steve identified assistive technology as a common barrier to be addressed and suggested the group focus time and attention on AT. The group will explore showcasing AT at appropriate forums such as the national conference.

Supply Chain Management Johnette Lee/Shabbir Kundi

As the group has not met frequently, and recently changed its chair, there is not much to report in this group yet. Focus is on identifying technology in use today at Agencies; creating job description pools; and marketing.

Next Steps:

There appears to be a challenge in communications. The Sharepoint site may be underutilized as a resource and will explore how to better inform the members of the available information and resources.

There is a general demand for increased attention on new business development, not just in current lines but in other areas that have probably not been explored as of yet.

While we need to explore the availability of NAEPB resources, we intend to hold the face to face Service Committee meeting that had been cancelled twice this past year to develop goals and a plan of action.

Thank you.

NAEPB 2014 Annual Retreat

Participant Feedback

Background

The NAEPB held its annual retreat from January 29 through January 31, 2014. A follow-up survey was distributed to 36 retreat participants on February 5, 2014, closing February 26, 2014. The complete questionnaire can be found in the appendix.

Response Count/Breakdown

21 of the 36 participants responded, a 58% response rate. The following percentages are based on the 21 responses:

- Nonprofit CEOs – 20 responses, 95.3%
- NIB staff – 1 response, 4.6%
- Nonprofit Agency Staff – 0 responses, 0.0%

Summary

Participants were asked to rate various aspects of the retreat using distinct 5-point scales (excellent, good, adequate, fair and poor, as well as strongly agree, agree, neither agree nor disagree, disagree and strongly disagree). Participants were also given the option to provide open-ended feedback. “Excellent / Good” and “Strongly Agree / Agree” scores were combined to develop overall top-2 satisfaction scores.

Overall, 95.2% respondents rated their retreat experience as “Excellent” or “Good.” With one exception, all retreat aspects were rated above 75% in terms of top-2 satisfaction. Respondents ranked the navigation / accessibility of the hotel at 61.9%. Overall responses are shown in the tables below:

	Top 2 Score	Excellent	Good	Adequate	Fair	Poor
Welcome Reception on Wednesday	85.7%	38.0%	47.6%	14.2%	0.0%	0.0%
Dinner on January 30	100.0%	28.6%	71.4%	0.0%	0.0%	0.0%
Breakfasts on January 30 / 31	95.2%	23.8%	71.4%	4.6%	0.0%	0.0%
Lunches on January 30 / 31	90.5%	14.3%	76.2%	4.6%	4.6%	0.0%
2013 Best Practices Review	90.5%	52.4%	38.1%	0.0%	4.6%	4.6%
Update and Review of Strategic Plan	76.2%	28.6%	47.6%	19.0%	4.6%	0.0%
Key Issues Presentations	95.2%	66.7%	28.6%	4.6%	0.0%	0.0%
Key Issues Subgroup Discussions	100.0%	66.7%	33.3%	0.0%	0.0%	0.0%

	Top 2 Score	Strongly Agree	Agree	Neither Agree Nor Disagree	Disagree	Strongly Disagree
Outcomes / Action Items From Key Issues Discussions Are Relevant / Appropriate	100.0%	66.7%	33.3%	0.0%	0.0%	0.0%
Meeting Was Well Organized	95.0%	70.0%	25.0%	0.0%	0.0%	5.0%

	Top 2 Score	Excellent	Good	Adequate	Fair	Poor
Overall Experience At The Retreat:	95.2%	61.9%	33.3%	4.6%	0.0%	0.0%
Quality of Meeting Facility Was:	100.0%	33.3%	66.7%	0.0%	0.0%	0.0%
Quality of Hotel Room Was:	100.0%	42.9%	57.1%	0.0%	0.0%	0.0%
Hotel Staff / Customer Service Were:	100.0%	57.1%	42.9%	0.0%	0.0%	0.0%
Accessibility / Navigation of Hotel Were:	61.9%	19.0%	42.9%	28.6%	4.6%	4.6%

Participants were also asked to rank criteria pertaining to future meeting attendance in order of importance. The retreat agenda and availability of NIB staff were the two most important factors, while the availability of activities outside of the retreat was deemed least important.

Criterion	Level of Importance
Retreat Agenda	1.06
Availability of NIB Staff to Participate	2.76
Average Temperature in Late January	3.55
Airport is a Major Airline Hub	3.73
Hotel Affordability	3.75
Available Activities Outside of Retreat	5.19

Open-Ended Responses

Respondents most enjoyed the following aspects of the retreat:

- Discussion relevance
- Networking
- A more focused atmosphere

Respondents least enjoyed the following aspects of the retreat:

- Location (because of the weather)
- Board meeting was unproductive
- Poor follow up

Respondent suggestions for future retreats included:

- More retreats formatted like this year's
- Involve Commission staff
- Move retreat to either a warmer location or a later date
- Keep Tom as the facilitator
- Have each agency provide brief status update

Appendix: Questionnaire

1. Please choose the category that best describes you:
 - a. Nonprofit Agency CEO
 - b. NIB Staff
 - c. Nonprofit Agency Staff

The following questions utilized a five-point scale ranging from “excellent” to “poor.”

2. The welcome reception on Wednesday, January 29 was:
3. The dinner on Thursday, January 30 was:
4. The breakfasts on Thursday, January 30 and Friday, January 31 were:
5. The lunches on Thursday, January 30 and Friday, January 31 were:
6. The review of 2013 Best Practices – Task Force Outcomes given by Shelly Taylor was:
7. The update and review of the 2014 Strategic Plan given by Rudy D’Amico was:
8. The Key Issues presentations given by the CEO Task Force Teams were:
9. The Key Issues subgroup discussions were:

The following question utilized a five-point scale ranging from “strongly agree” to “strongly disagree.”

10. The outcomes / action items from the Key Issues discussion are relevant and appropriate:

The following question utilized a five-point scale ranging from “excellent” to “poor.”

11. My overall experience at the retreat was:

The following question utilized a five-point scale ranging from “strongly agree” to “strongly disagree.”

12. The retreat was well organized:

The following questions utilized a five-point scale ranging from “excellent” to “poor.”

13. The quality of the meeting facility was:
14. The quality of my hotel room was:
15. The hotel staff and customer service were:
16. Accessibility and navigation of the hotel were:

The following question asked respondents to rank retreat attendance criteria by level of importance, from 1 to 6.

17. Please rank the following criteria in order of importance when considering attendance at the NAEPB annual retreat (1 is most important):
 - a. Retreat agenda
 - b. Airport is a major airline hub
 - c. Hotel affordability
 - d. Available activities outside of retreat
 - e. Average temperature in late January
 - f. Availability of NIB staff to participate

The following questions solicited open-ended feedback from retreat participants.

18. Specifically, what did you enjoy about this year's retreat?
19. Specifically, what did you dislike most about this year's annual retreat?
20. Please provide any additional suggestions you may have for future annual retreat events (this can include, but is not limited to, venue accessibility, potential speakers, new programming)

National Association for the Employment of People who are Blind

WHEREAS, the Javits-Wagner-O'Day (JWOD) Act requires Federal agencies to procure products and services from authorized nonprofit agencies participating in the AbilityOne Program, and

WHEREAS, the JWOD Act provides meaningful employment for people who are blind or have other severe disabilities, and

WHEREAS, recent initiatives by the General Services Administration have and will continue to negatively impact employment of people who are blind in NIB/NAEPB associated agencies, and

WHEREAS, these initiatives often conflict with the intent of the JWOD Act.

NOW THEREFORE BE IT RESOLVED, that the Board of Directors of National Association of the Employment of People who are Blind, at its **meeting held April 7, 2014**, voted unanimously to **request NIB** management to take any and all steps necessary, including appropriate legal and regulatory action, to ensure that all federal agencies adhere to the requirements of the AbilityOne Program, even in light of changing federal acquisition and procurement policies.